Point of View By James Q. Wilson

N THE 1960'S, many people were optimistie that we knew how to keep young people from entering a life of crime. What we needed were better schools, more job training, and less discrimination. There are fewer optimists today. Although almost everybody is in favor of better schools, more jobs, and an end to racism, far fewer believe that progress in these areas will produce less

At least three reasons exist for this skepticism. First, creating better schools, training better workers, and improving group relations require the same human qualities as avoiding crime-students interested in studying, workers willing to accept responsibility, and people willing to respect others. Second, habitual offenders usually start misbehaving at a very early age, often by the time they are in the third grade-too soon for them to be much affected by schools, jobs, and community relations. Finally, it is hard to build new schools, start new factories, or encourage neighborhood meetings in places where the fear of violent crime is high.

A number of scholars believe that the time has come to find some new answers to old questions. Since the most serious criminals tend to have been the most troubled children. it is vital to learn more than we now know about how at-risk children grow up. Whatever factors produce a career criminal—biological predispositions, family neglect, neighborhood disorganization, economic adversity-the shaping begins early in life.

Consider the family. Almost all scholars agree that problem children tend to come from problem families. But what causes the children's problems? Is a child neglected, abused, or treated inconsistently because the parents are neglectful, abusive, or incompetent, or because the child is temperamentally violent, hard to control, slow to learn, or some combination of these factors? And if the

parents are to blume, are they neglectful or abusive because they are suffering from economic stress or because they are temperamentally ill-equipped for child rearing? If they are under stress, is it the result of factors that they cannot control, such as unemployment, or of ones that they can control, such as drug dependency?

At one time we thought we knew the answer to these questions: Children are wholly the product of their parents. But we now know that the child brings a great deal to the parent-child relationship, that many aspects of personality have genetic origins, and that some infants experience insults and traumas-ranging from lead poisoning to brain injuries—that make rearing them a challenge to even the most competent parents. Two children in the same family often turn out very differently. This casts great doubt on the notion that the shared environment of the children is the principal-or even a very important-factor in their development. What is going on here?

Or take early school experiences. Poor performance in school is one of the strongest correlates of delinquency. But what explains school performance? One possibility is that teachers label some children as troublemakers and slow learners and treat them in a way that becomes a self-fulfilling prophecy. Another is that children with low 1Q's find school work boring and frustrating and turn to physical activity—including rowdy, violent activity—as an alternative source of rewards. A third possibility is that some children are hyperactive and antisocial long before they get to school; schooling may make matters worse, but only with great difficulty can it make them better.

Most of what we know about all these issues comes from "correlational" studies—scholarly snapshots taken at one point in time showing that there is an association between, say, 10 and delinquency. Some of



Scholars Must Expand Our Understanding of Criminal Behavior

what we know comes from longitudinal studies—in effect, motion pictures taken of the same children over several years.

But the correlational studies can tell us next to nothing about what causes what. For example, we may find that crime and unemployment are correlated, but we can't tell from this association whether unemployment causes crime, whether crime causes unemployment (as it would if people found drug dealing more profitable than work), or whether some common factor (such as impulsiveness or poor work habits) causes both crime and unemployment. And most of the longitudinal studies cannot tell us very much about causality because they did not begin when their subjects were young enough and did not involve a sufficient variety of measures, such as looking at early patterns of mother-child

Ideally, we need to follow some infants from birth through their formative years and subject them, their parents, and their neighborhoods to close scrutiny so that we might discover what factors—medical, biological, familial, or social—put some children at risk and what circumstances—such as good parenting, better

—might reduce those risks. Just such a study is now being developed by the Program on Human Development and Criminal Behavior, located at Harvard University's School of Public Health. Begun in 1988 after a series of earlier meetings and studies, the program aims to take the next giant step in expanding our understanding of crime by mounting, in two or more cities, a longitudinal study of the antecedents of criminality on a scale and with a depth never before attempted.

Since 1988, participants have been developing the intellectual rationale and research design for the studies. The research will have several important features. It will integrate biological, medical, psychological, and

sociological perspectives. The research sub. jects, totaling about 11,000, will be grouped into overlapping age cohorts, each of which will be followed for eight years. The first to hort will be a prenatal one; that is, its subject will be pregnant women and—after they have given birth-their infants, who will be studied until age eight. The subjects will be drum from a wide variety of communities within each city and will include both males and fe

By the year 2001 data will be available on the entire development process of a large number of criminals and non-criminals, (Because the age cohorts will overlap in what is called an "accelerated longitudinal design" the program will acquire within eight years information on people from birth to age 31. Since criminality is not a highly specific syndrome, but rather an expression of a complex array of behavioral dispositions, the project will shed light on a host of related outcomes, including drug use, sexuality, accident rates, and educational and occupational attainment

IE PROGRAM is directed by Felion Earls at the Harvard School of Public Health and co-directed by Alben Reiss of Yale University's sociology department. An advisory group of six criminologists and developmental scientists over sees the work of Dr. Earls and Mr. Reiss and that of a "core scientific group" of specialists from psychology, biology, criminology, and statistics. The cities where the longitudinal research will be carried out are being selected; then the principal investigators for each city will be named. From the outset, the John D. and Catherine T. MacArthur Foundation and the National Institute of Justice of the U.S. Department of Justice have supported

Scholars with a variety of scientific and personal perspectives have been drawn into this project. A great deal of time, effort, and money has been spent trying to get to the starting line. Much more will have to be spent once data gathering and analysis begin. Some people may think that such an enterpriseis too costly and too time consuming, given the present urgency of the crime and drug problems, "What we need," they will say, "is not more studies, but action America can't wait until 2001 or later for answers."

Wrong. We can't afford not to spend the time and money. Our current crime wave started in the early 1960's. Since then the rate of violent crime has more than tripled. But despite 30 years of experience with high crime rates, we do not know much more about their causes than we did in 1960. We will have more crime waves in the future, and we are no better equipped to prevent those than we were to prevent the last one. The call for "action" is, in fact, little more than a call to repeat old slogans and follow old theories that have been found ineffective or that are still untested. We can cope with crime, more or less. We know how to hire police officers and build courts and prisons. Doing these things can make a difference, but not much

It may turn out that a free society cannot really prevent crime. Perhaps its causes are locked so deeply into the human personality, the intimate processes of family life, and the subtlest aspects of the popular culture that coping is the best that we can hope for. But we don't

James Q. Wilson is professor of management and public policy at the University of California at Los Angeles, a member of the advisory group of the Program of Human Development and Criminal Behavior, and coauthor, with Richard J. Herrnstein, of Crime and Human Nature (Simon and Schuster, 1985).

THE CHRONICLE

of Higher Education.

Quote, Unquote

News Summary: Page A3

"A university is not like a spigot you can turn on and off." The U. of California's David P. Gardner, on state budget cuts: A21

"The reason in America it's very important what 10 books freshmen will have to read, is because everybody knows they'll never read another book afterwards."

> A French academic at a Sorbonne seminar on 'political correctness': A37

"We're tired of being the filter instead of the pump.' A mathematics professor, on making calculus easier for students interested in a scientific career: A15

"People see me and immediately assume I'm on the track team. They ask, 'What sport do you play?' My response is, 'I'm on the art team." "

A black fine-arts major at Boise State U.: A1

"For lack of a more felicitous term, I think of this venture as the 'Universal Journal Factory.' A professor, on a new outlet or scholarly publishing: B1

"It may be a lot easier logistically to get viable cells from an induced abortion. But this approach is a lot better than people scavenging around the back hallways of abortion centers." A professor of pediatric neurology, on fetal-tissue banks: A21

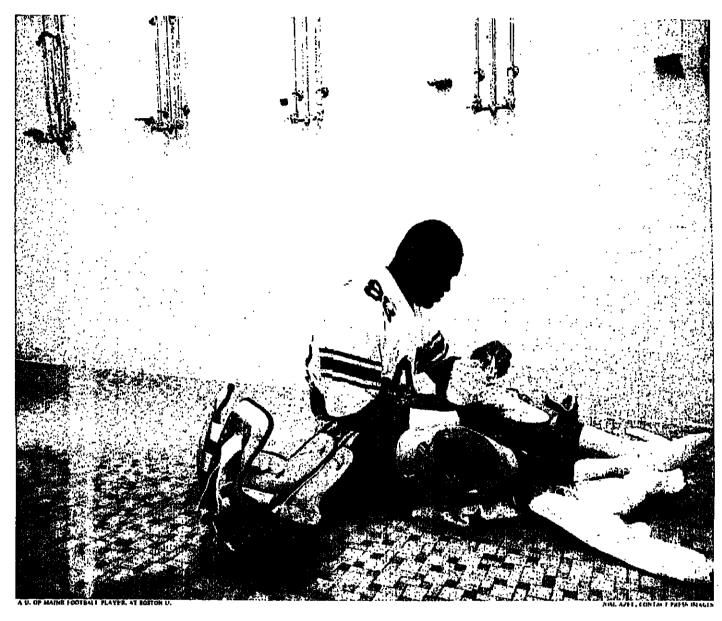
"You don't need to explain yourself in great detail when you're raising salaries and building buildings." Michael I. Sovern, who is resigning as president of Columbia U.: A13

"Really, the thing we want most is iust to act normal on campus. A student at Bir Zeit U.: A36

PAGES A1-44

SECTION 1

Athletics	A30-3
Business & Philanthrop	y A27-2
Gazette	A3
Government & Politics	A20-2
Information Technology	A17-1
International	A36-3
Personal & Professiona	l A13-1
Publishing	A9-1
Scholarship	A7-
SECTION 2	PAGES B1-4
Bulletin Board	B6-4
Opinion, Letters	B1-



Blacks Make Up Large Proportion of Scholarship Athletes, Yet Their Overall Enrollment Lags at Division I Colleges

By DOUGLAS LEDERMAN

Blacks make up nearly a quarter of all the scholarship athletes at 245 college and universities in Division I of the National Collegiate Athletic Association. In basketball, the figure is even more startling: 60 per cent of all the scholarship holders in men's basketball are black. Yet blacks constitute only 6 per cent of the full-time undergraduates at those institutions, a survey by The Chronicle has found.

At more than 100 of the 245 colleges, at ast one of every five full-time students in academic 1990-91 was an athlete. On 21 campuses, including private institutions such as Furman and Texas Christian Universities and the University of Richmond, and public ones like Northern Arizona University and the Universities of New Hampshire and Wyoming, more than half of the black male students were athletes.

Troubling Numbers for Many

And black students on most of the campuses were far more likely to be athletes than were their white counterparts. Fifteen per cent of the black males at Division I colleges-more than one in seven-were

scholarship athletes, compared with one in every 43 white males, or 2.3 per cent. (A Fact File with the enrollments of black athletes and other blacks at 245 Division I

colleges begins on Page A31.) Those numbers trouble many academics, experts on race, and other observers of higher education. Some say that colleges are sending destructive messages by appearing to show more interest in black athletes than in other blacks. Such disparities. they say, foster the stereotype that blacks to intellectual pursuits, and discourage young blacks who are not athletes by suggesting that it's easier to get to college if you play ball.

"Besides reinforcing stereotypes, it demoralizes students who really work at the

'Le Politiquement Correct' At a Paris colloquium, French academ les appeared convinced that "political correctness", would never surface in France—at least not in the way it has in the United States.

> STORY ON PAGE 486 And the second s

high-school level and who struggle, against tremendous odds, to maintain some sense of the dream that education is the way to rise and make one's way in this technologically advanced and increasingly literate society," says Harry Edwards, a professor of sociology at the University of California at Berkeley who has written extensively about race in sports.

June 17, 1992 • \$2,75

Volume XXXVIII, Number 41

Others say they wish colleges would recruit other blacks as aggressively as they chase black athletes, who often receive full the admissions process. The answer, they say, is not to enroll fewer black athletes, but to intensify the recruitment of non-ath-

Isolation and Resentment

Still others say colleges are doing a disservice to black athletes and black students alike by enrolling a high proportion of black athletes and lower proportion of other blacks. It leads to isolation for both groups, they say, and often to resentment between them.

"I know that young blacks may see this as a chance to get up and out, and if they Continued on Puge A30

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This Week in The Chronicle

Scholarship

HOW DO WE REMEMBER WATERGATE?

Twenty years after the drama that consumed the nation, a sociologist argues that Americans have conflicting interpretations of what happened: A7

A CASE OF FABRICATED RESEARCH

Harvard U.'s medical school is considering whether to discipline a third-year student who falsified data for a published paper that has since been retracted: A8

GRANTS FOR FETAL-TISSUE BANKS

The NIH moved ahead with the President's controversial plan, announcing a \$3-million program. But many researchers doubt that it will work: A21

Researchers inject DNA into woman with skin cancer: A7
Where will the wars of the future be waged?: A7
MacArthur Foundation names 33 fellows: A8
58 new scholarly books: A9

Personal & Professional

THE COLLEGE PRESIDENCY: TOO TOUGH A JOB?

Some observers see more than coincidence in a spate of resignations by prominent chief executives: A13

CUNY LAWSUITS: ONE DECIDED, ONE FILED

A white professor has prevailed in a free-speech case against City College, which now faces a \$25-million action by its ousted black-studies chairman: A14

CONSENT DECREE ON BROWN U. HIRING IS VACATED A federal court annulled guidelines stemming from a 1977 sex-discrimination suit: A15

DEAN, MAYOR, GAY ACTIVIST

The associate dean of students at the U. of California at Irvine is also Mayor of Laguna Beach and a highly visible homosexual: A5

ANALYZING 'LE POLITIQUEMENT CORRECT'

Academics in France discussed the emergence of what they consider a distinctly American phenomenon: A37

PERFORMANCE REVIEWS FOR TENURED PROFESSORS When mandatory retirement ends, colleges will need a

system of honest evaluations to identify unsatisfactory performance. Point of View: A44

THE ROAD TO GRADUATE SCHOOL

In the 1950's, a scholar leaves Detroit for Indiana University and finds the best of all possible worlds. Opinion: B2

Universities hope to settle trademark dispute: A4
Campus police use cameras to convict drunk drivers: A4
World College West to close in August: A4
Harvard law students disrupt commencement: A4
Academy is sought to accredit traditional curriculum: A13

Teaching

STUDENT-LED WORKSHOPS IN CALCULUS

The 10-year contract that lasted a year: A13

A study indicates that a widely used method of teaching calculus to minority students helps them not only to pass the course but also to stay in college: A15

A summer reading list causes a stir: A4

Xavier U. cuts some required theology courses: A14

Columbia U. lets undergraduates major in art: A14

Cabrini College sets community service for juniors: A14

Information Technology

BRINGING THE UNSEEN TO LIFE

A computer animator has helped revolutionize the way mathematical concepts are taught through television and videotapes: A17

SETTING UP A UNIVERSAL JOURNAL FACTORY
Universities need to create a bridge between the
libraries of today and the electronic campus-information
systems of the future. Opinion: B1



Howard E. Gardner is part of a Harvard team using \$2.3-million from the Spencer Foundation, the fund's largest grant ever, to study how children learn: A28

Researchers tackle project to study earth's ecosystem: A17
Catalog gives researchers new key to searches: A17
CUNY tests telecommunications service: A17
Computer uncovers illegal use of telephones: A19
Six new computer programs; two new optical disks: A18

Government & Politics

DIVINING PEROT'S EDUCATION PLATFORM

The businessman's record includes big gifts to colleges and a push for higher standards in schools, but offers few indications on what he would do as President: A20

U.S. DELAYS RULES ON MINORITY AID

The Education Secretary won't issue guidelines on scholarships until the General Accounting Office has studied the issue: A21

DOUBTS ABOUT FETAL-TISSUE BANKS The NIH announced a \$3-million grant program for the controversial plan; A21

MORE CUTBACKS FOR CALIFORNIA COLLEGES

The state institutions are preparing for a new round of

big budget reductions in academic 1992-93: A21

CLASH OVER PELL-GRANT DEFICIT

Education Secretary Lamar Alexander urged Congress to pay for the program's deficit by denying grants to many students: A22

HEARINGS FOR ACCUSED SCIENTISTS

Partly in response to complaints from university researchers, the Public Health Service is changing the way it handles charges of scientific misconduct: A23



More Institutions face fines for PCB violations: A4
Education Department's door is revolving again: A20
Higher-education groups oppose balanced-budget bills: A20
Interest rates lowered for 2 ald programs in 1992-93: A25
House panel rejects Bush's budget increase for SSC: A25
Columbia U. threw away documents related to audit: A25
State budget cuts force eliminations at Maryland: A26
Legislative panel seeks new system for Arizona: A26

June 17, 1992

Business & Philanthropy

FOCUS ON EDUCATION RESEARCH

- The Spencer fund is the nation's only foundation
- committed solely to supporting such studies: A27

 Three Harvard professors are using a \$2.3-million grant, the largest that Spencer has ever given, to study
- how children "really learn": A28

 The foundation supports projects that examine learning at any point in a person's lifetime: A29

A library resorts to new fund-raising methods: A27 State legislator campaigns to honor Anita Hill: A27 Foundation grants; gifts and bequests: A29

Athletic

RACIAL DISPARITY IN ATHLETIC SCHOLARSHIPS
At 245 NCAA Division I colleges, blacks account for nearly a quarter of all scholarship athletes but only 6 per cent of all full-time undergraduates: Al

NEVADA'S LIMITS ON NCAA ARE STRUCK DOWN

A judge voided a Nevada law limiting the association's investigative powers and allowed it to proceed with its inquiry into UNLV's sports program; A35

BIG TEN PRESIDENTS VOTE FOR SEX EQUITY

The heads of the conference's 11 universities voted for a gender-equity plan and agreed to push for a cap on the size of teams in men's sports: A35

CUNY's Brooklyn College to drop its sports program: A30 Student center for Appalachian State U. is dropped: A30 Fact File: Black enrollment at 245 colleges: A31

Internation

A WEST BANK UNIVERSITY RETURNS TO CAMPUS

Four years after being shut down by the Israeli government, Bir Zeit U. has been allowed to return to one of its two campuses: A36

THE DECLINE AND FALL?

Prench scholars say the emergence of "le politiquement correct" is the result of Americans' inability to cope with the breakdown of their society: A37

MASS EXPULSION IN ZIMBABWE

The U. of Zimbabwe expelled its 10,000 students after weeks of protests against a tuition increase: A37

STUDENT ANGER IN CHILE

In the first outbreak of student unrest since the end of military rule in 1990, students on at least 10 campuses are protesting financial-aid policies: A38

Astronomers help colleagues in former Soviet Union: A3 Former secret-police chief gives to Ben-Gurion U.: A36

No Deline was and deared also delines

IMAGES OF GRIEF AND LOSS

More than 100 works by the German artist Käthe
Kollwitz examine the force of human emotions: B44

Garotte

Name Dropping: A39
Appointments and resignations in academe: A39
Deaths: A40
Calendar of coming events and deadlines: A40

Announcement from the Center for Asian and Pacific Studies at the University of Oregon:

SOUTHEAST ASIAN STUDIES BROWN BAG TALK

125 CHILES (PLEASE NO POOD OR DRINKS

IN THIS ROOM) "Empty brown bag talk?" a reader

News item in the Waterville (Me.) Morning Sentinel:

"PITISFIELD-As the vote nears on School Administrative District 53's \$6.1 budget, an idea continues to surface that promises to save the district money....'

Anything to get rid of that pesky extra dime.

Headline on a news release from York University, Ontario: ORANGUTANS TO RECEIVE CREDIT

DURING CONFERENCE OF PRIMATOLOGISTS They're sitting in as auditors?

A memorandum at Florida Agricultural and Mechanical University cites this new dress poli-

"Normal business attire (coat and tire / dress or suit) . . . We hate to admit it, but we fit the

Memorandum from the Asian Division of the University of Mary-

"For the Term V schedule cover. we are strongly suggesting that you use blue ink on white paper. All promotional materials for Term V are in this color scheme. Remember the object is to have everything look the

"We are using blue this term to larget men. As we have mentioned in the past it is one of their favorite colors. Blue signifies emotional tranquility, rest, relaxation, and recuperation—a message that goes well with the final term of the year.

"As people at your base see book bags, posters and schedule covers all with the same look, we will, in adverimpressions.' The more impressions we make, the more we will increase our 'top of mind awareness' and the more people will enroit,"

Sure, sure.

Headline in The Daily Utah Chronicle, the newspaper at the University

U. PRESIDENT PROMISES **FUTURE IMPROVEMENTS** IN INAUGURATION SPEECH Sorry. It's now or never.

In Brief

Mascots rustle up

patent dispute

TULSA, OKLA. - Oklahoma State University and the University of Wyoming are hoping to settle a three-year-old trademark dispute over their Pistol Pete mas-

The mascots of the institutions-both home to "the Cowboys"—are virtually identical, except that the bowlegged gunfighter from the Old West wears orange and black duds at Oklahoma and brown and yellow at Wyo-

Both universities filed a trademark application with the U.S. Patent and Trademark Office in | court. One proposed settlement 1989. Oklahoma State has been granted a patent. Wyoming's ap-



would allow each university to display and sell products with its plication is pending. Officials at mascot only in certain regions of things, as many as 20 other high both institutions say they would the country. New Mexico State schools and colleges may have like to settle the confusion out of University, which has a maroon- Pistol Pete as their mascot.



and-black Pistol Pete mascot, has not been involved in the dispute. According to experts in such

Cameras help police

with drunk drivers





TAMPA, FLA.-The University

South Florida police departnent has installed video cameras on the dashboards of two of its police cars to help in the convicion of drunk drivers on the campus. Pat Johnson, who serves on the campus force, said the tapes can show a person driving errutically and failing a sobriety test and "that gives us the evidence we need to win cases."

Institutions face

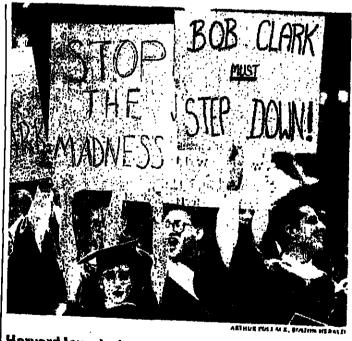
fines for PCB's

SAN FRANCISCO-The University of California system, Bakersfield College, and the University of Hawaii at Manoa are the latest higher-education institutions to be charged by the Environmental Protection Agency with violating federal regulations that guide the use of equipment containing polychlorinated biphenyls, or PCB's.

In 1979, the agency banned the manufacture of PCB's, which have been widely used in electrical equipment, because they were found to be a probable human car-

The agency also required that by October 1, 1990, equipment containing PCB's in public buildngs-including those on college and university campuses-must be removed or fitted with special protective devices.

\$150,000 and \$10,000, respective month, demanding that the school ly, to the EPA, and both have hire more women and members of 64 professors, 6 are black men. 5 table of 1991-92 faculty salaries agreed to remove or protect minority groups. The students are white women, and 53 are (The Chronicle, April 22) included



Harvard law students disrupt commencement

CAMBRIDGE, MASS.—Harvard | For months, students have com-The California system and Ba-kersfield have paid fines of their commencement service this hired enough women or minority-

(above) waved banners and signs white men. This month the law two incorrect figures for Judge which was assessed a \$129,000 calling for the resignation of Law penalty last month, has not ver School Bear Poket C. Cont.

NEW TONDON, CONN.--Cop.

necticut College's traditional tume summer reading list caused stir this year when Camille Paglia's book, Sexual Personne: h and Decadence From Neferillio Emily Dickinson, was included.

Frederick S. Paxton, head of the 10-member committee that selected the books, said the college had started summer-reading list three years ago to create a sense of community among students and faculty and staff members

But some professors balked at Ms. Paglia's book, which has been criticized by many feminists. To quell the controversy, the committee added another



CAMILLE PAGLIA

BANILY CLAMP OF

book: Susan Fahuli's *Hackluk* The Undeclared War Agains American Women. The two wil be read and discussed in landen. Ms. Paglia could not be reached

World College West

to close in August

PETALUMA, CAL .-- World Co lege West, a small institution that ran up a \$4-million debt as its & rollment dwindled, announce last week that it would close August. About 85 students and 3 faculty members, administrators. and other employees will be # fected. The college was founded with an emphasis on internation education and claims to be the only accredited institution in the nation that requires students to

Correction

Because of incorrect figure supplied by the American Associ penalty last month, has not yet School Dean Robert C. Clark.

School Dean Robert C. Clark.

The dean declined to the resignation of Law school tenured David Wilkins. College. Salaries averages making him the sixth black ten-The dean declined to comment. ured or tenure-track professor. # associate professors. The Chronicle of Higher Education (1858) doog-5982) is published weekly except the third week in August and the last two weeks in Detember, at 1255 I menty. The district N. W. Washington, D.C., 20037; Subscription rate: \$67,50 per year. Second-class postage paid at Washington, D.C., and at additional making offices. Copyright C 1892 by The Chronicle of Higher Education, let. Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order.

Missouri State University is wa- signed on, Members of the univergering that not all college students | sity dance team, including Rene are slobs. Paced with a tight main- Whittenburg (standing) and Kim tenance budget, the institution's | Seidel, offered to scrub the dance president, Russell G. Warren, has | studio each week. The university asked students to "adopt" rooms | will hang plaques in each room to on the campus and keep them | honor the volunteers.

College reading list causes controversy

MISSISSIPPI STATE, MISS.—A | competition sponsored by the Nagroup of 37 students and 3 professors at Mississippi State Universi-

build the plane when they won a | for take off into orbit.

Students build 5,000-pound plane

tional Aeronautics and Space Administration and the Department ty have completed a 50-foot-long, of Defense. They built the model 5,000-pound mockup of the Na- (above) in 103 days. The governtional Aerospace Plane, a govern- ment is just in the developmental ment plan for a craft that can fly stages with the real National Acrospace Plane, which will test The students got the chance to the use of conventional runways

Church-state Issues

questioned in Idaho

MOSCOW, IDAHO—Elisabeth A. Zinser, president of the University of Idaho, has decided that emplayees who volunteer to teach in local schools may obtain one hour of paid leave a week, even if the schools are church-related.

In April, Ms. Zinser instituted a policy granting paid leave to employees who volunteered, but only at non-religious schools. Some faculty and staff members complained that the policy was

After consulting with a local law firm, Ms. Zinser decided that if the university framed the policy in terms of service to children, rather than to schools, it would not be in violation of Idaho's constitutional separation of church

Princeton eating clubs end fight against women

PRINCETON, N.J.-A 13-year-

old legal battle over all-male membership policies at two eating clubs at Princeton University has ended. In 1979, Sally Frank, then a

Princeton student, filed a complaint against the Ivy Club and the Tiger Inn, claiming that they discriminated against women. The complaint led to several court decisions, including a 1990 New Jersey Supreme Court ruling that forced the clubs to admit women. Both clubs filed a lawsuit in U.S. District Court, charging that the state and Ms. Frank had denied them freedom of association.

This month the clubs agreed to drop the suit, follow the state's ruling, and pay part of Ms. Frank's legal fees.



Students pitch in to keep campus clean

KIRKSVILLE, MO. - Northeast | clean. Eight student groups have

PORTRAIT

The Dean Who Is a Mayor and a Gay Activist

By LAWRENCE BIEMILLER

LAGUNA BEACH, CAL. The cities of Irvine and Laguna Beach mark opposite ends of Southern California's urban-genuineness spectrum. Irvine is the

sprawling stucco-and-plasterboard fantasy of a property-development company that has made the scrubland bloom with cul-de-sacs and office parks; Laguna Beach, its narrow streets lined with colorful cottages, is a turn-of-the-century artists' colony that grew up to be a wealthy beach town with a social conscience. And Robert F. Gentry has one foot in each.

In Irvine, where he has worked since 1970, Mr. Gentry is associate dean of students at the University of California's 16,000-student campus. In Laguna Beach, a 15-minute drive away, he is Mayor. In both, he is openly homosexual: He's one of the university system's most visible gay employees, and he's the only openly gay elected official in Orange County.

New Domestic-Partners Law

This spring Mr. Gentry signed into law a domestic-partnership ordinance that will allow gay and lesbian couples, among others, to register with the city and seek some of the legal protections that married heterosexuals enjoy. He says the law is one of the broadest in the nation—this in a county known as a bastion of conservatism. At the university, he is working to add a formal Gay and Lesbian Student Services program to those he oversees for women, veterans, disabled stu-

dents, and others. He is also busy with other projects. He's trying to complete Laguna Beach's purchase of a 2,100-acre wilderness on which the Irvinc Company had planned to build 3,300 homes, and he is seeking marine-sanctuary status for a stretch of coastline to protect it from oil drilling. As a politician, he says, he's as interested in the environment, land use, and transportation

as he is in human rights. Not that Mr. Gentry ever expected to be interested in anything political. As a young member of the university's student-affairs staff in the 1970's, he didn't say much about being homosexual. "I was very

much in the closet," he says. He moved to Laguna Beach in 1972-in those days it was cheaper than Irvine-and got involved in politics by accident: "I was trying to save two 100-year-old pine trees next to a house I was living inthey were going to be cut down by a serve as Mayor: this is Mr. Gentry's third turn in the job.

A 1983 *Los Angeles Times* article made his homosexuality a matter of public record. "It was a story about



a safe environment and equal treatment."

that. But my lover said, 'Don't be than it would if he were heterosexridiculous-we don't have anything unland married. "I will serve this to hide.' So I said o. K."

Mr. Gentry says the article "started to commit me to a level of activism I didn't really expect.' People called him about this and that, and after then Gov. George Deukmejian vetoed a state gayrights bill. Mr. Gentry got angry. "The Governor had said it was o. k. to discriminate, so we initiated our

own gay-rights ordinance. "Once I got over my own homophobia, I thought it was important to be out there doing what I could," Mr. Gentry says. "It's a role I enjoy---there's a real sense of purpose about it. My agenda for gay and lesbian rights is very basic: a safe environment and equal treatment."

Mr. Gentry says he seeks not only physical safety for homosexuals but psychological safety as well."We have our share of physical attacks, but the psychological oppression is horrendous," he says. He doesn't suggest that the campus is any more intolerant than able beyond Laguna Beach." the nation, but he says: "The maborhood, and then one thing led to are fearful of disclosure, because elected him twice since the Los Ananother," He was elected to a four- nowhere has the university validat- geles Times article. He is proud of year term on the city council in ed them, outreached to them. What the shelters it has helped open for 1982, and has been re-elected we have to have is a gay and lesbian battered women, runaway teentwice. Each year the council services center, a place to congre- agers, and homeless people, proud chooses one of its five members to gate and find support, counseling, of the hospice for people with AIDS. and information."

he says, is also difficult—even at an 80-year-old woman who, a few being gay in Orange County, and dent housing, for instance. And bepeople kept telling the reporter to cause his health and retirement live in Laguna." use my name, I had to think about effectively paying him much less that."

university as long as I am able," he says, "because I care very much for its faculty and its students. But I'm hurt and saddened that I'm treated differently than my heterosexual counterparts at one of the best universities in the country."

A Sound Truck Out Front

In politics, too, Mr. Gentry suspects he is treated differently: "As member of a minority group, I think I'm judged more. I've had to work a lot harder to maintain my position." He knows he has critics. "I've had a sound truck out in front of my house saying, 'Faggot, get out of our community-you're spreading AIDS.' But you can't do what I'm doing and not expect

that," he says. Mr. Gentry admits that he'd like to serve in Congress, where he could get more involved in humanrights and environmental issues. But he says: "I'm not going to do symbolic things-I want to win. And I don't perceive that I'm elect-

He is proud of his 25,000-resident proud of the commitment to helping Guaranteeing equal treatment, others. He likes to tell the story of the university. Gay couples are not years back, was taking care of a allowed to apply for married-stu- man, almost a stranger, who had

talk to me," Mr. Gentry says. benefits do not extend to his lover. Says Mr. Gentry: "It's heart-"When I realized they planned to Mr. Gentry says, the university is warming to serve a community like 

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Canon



For the first time, researchers are trying to treat a disease by injecting genes directly into the body.

This month, scientists at the University of Michigan Medical Center began injecting DNA into the tumors of a 67-year-old woman with metastatic melanoma, a fatal form of skin cancer. The scientists hope tumor cells will incorporate the genes, which are designed to produce a protein that will induce the immune system to attack the cells.

"This approach marks a beginning: We have begun to use DNA as a drug," says Gary J. Nabel, an associate professor of internal medicine and biological chemistry at the university.

The experiment also marks the first time a gene-therapy experiment with humans has been conducted at a university. Past gene-therapy research has been performed at the National Institutes of Health.

At the NIH, scientists have taken cells from melanoma patients, mixed them with viruses that carry new genes into the cells, and then returned the cells to the patients.

University of Michigan scientists are also using gene therapy to try to treat a patient with a severe form of a disease that causes very high cholesterol levels. In that research, scientists surgically removed a piece of the patient's liver, genetically altered some of its cells, and infused the new cells back into the patient last week.

Where will the wars of the future be? One group of scholars thinks it has some answers to that question.

"We have established a solid case that environmental degradation in poor countries is contributing to severe conflict," says Thomas Homer-Dixon, coordinator of the Peace and Conflict Studies Program at the University of Toronto.

The center, together with the American Academy of Arts and Sciences, a scholarly society in Cambridge, Mass., conducted a three-year study of how environmental change has contributed to "acute conflicts," such as civil wars.

For the project, scholars worked on nine case studies and attended three workshops, including one in Washington last month.

Two potential hot spots that the

scholars identified were China and

the region around the Nile.

Vaclav Smil, a professor of geography at the University of Manitoba, says that land erosion in northwestern China, an area with little arable land and poor rainfall, could lead the peasants so far into poverty and hunger that they would revolt. Mr. Smil calls northwest China the "most eroded region on

this planet."
In Africa, Charles Okidi, dean of the University of Kenya's School of Environmental Studies, predicts water shortages may spark future wars along the Nile and elsewhere.

wars along the Nile and elsewhere.

The project plans to publish a book on its findings.

Scholarship



PETER LOPEZ FOR THE CHRONICLE

Michael Schudson: "When people think about what events had lasting significance, we need to look more subtly and not expect some obvious consequence to hit us in the face."

20 Years After Watergate: What Do We Remember?

A sociologist assesses conflicting recollections in a book that reflects a growing interest in collective memory

By Liz McMillen



A hearing by the Senate Select Committee on the Watergate case It has been called the greatest political story of the century. Beginning with a burglary and culminating in the resignation of a President in disgrace, the events that quickly became known as Watergate provided a captivating public drama that consumed the pation.

Today, 20 years later, some political commentators hold that Watergate has faded into a distant and dim curiosity and is not likely to have a significant impact on American politics. A survey several years ago showed that a third of all high-school students did not know that Watergate had occurred after 1950, and many associated it with a President other than Richard M.

Visible and Lasting Marks

Do many people even think about Watergate anymore? Despite what appears to be a case of national amnesia, Watergate has left visible and lasting marks on the American psyche, argues Michael Schudson, a professor of sociology and communications at the University of California at San Diego. The question, he says, is not whether but how we remember the chain of Continued on Following Page



20 Years Later, Scholars Assess Collective Memory of Watergate

Continued From Preceding Page events that began when a security guard at the Watergate apartment complex in Washington telephoned the police early on the morning of June 17, 1972, to report an illegal entry. What aspects of Watergate do people recall? And which Watergate do we mean?

Those are some of the questions Mr. Schudson raises in his book Watergate in American Memory: How We Remember, Forget, and Reconstruct the Past, released this week by BasicBooks to coincide with the 20th anniversary of the break-in at the Democratic National Committee headquarters.

The author of previous books on the press and advertising and the recipient of Guggenheim and Mac-Arthur fellowships, Mr. Schudson has not written a conventional work of political history. Instead, Watergate in American Memory is an attempt to show that Americans have multiple and sometimes conflicting interpretations of Watergate and that people use those views in different ways.

Differing Perspectives

Drawing on news reports, television programs, films, books, textbooks, and polls, Mr. Schudson examines the contest among differing perspectives and how each view endures today, coloring the nation's attitudes toward government, investigative journalism, and such recent events as the Iran-contra affair.

Watergute in American Memory reflects the rapidly increasing interest that scholars have in study- ars. Mr. Kutler has filed two ing collective memory and how people construct and use what they remember. Scholars who plumb this terrain argue that myths can reshape our sense of the past as rians may still be waiting for the powerfully as fact. According to release of crucial documents. "As this analysis, societies construct for the social sciences, I think

than record them, often manipulating the past to mold the present.

One of the best-known works on collective memory is Michael Kammen's Mystic Chords of Memory: The Transformation of Tradition in American Culture, published last year by Alfred A. Knopf. Mr. Kammen, a professor of American history at Cornell University, argues that what people believe to be true about their past is usually more important in determining their behavior and responses than the truth itself.

While studies of collective memory have proliferated in recent years, few scholars have turned their attention to Watergate. Many journalists have—so much so that when Mr. Schudson shared his plans for the book with the late Washington Post's Watergate sto- was in graduate school at Harvard ries, Mr. Simons's response was: 'Not another Watergate book!"

The most comprehensive scholarly study of the period is widely seen as The Wars of Watergate: The Last Crisis of Richard Nixon, published by Knopf in 1990. In that book, Stanley I. Kutler, a legal historian at the University of Wisconsin at Madison, argues that Watergate was a severe constitutional crisis, far more than the "third-rate burglary" that President Nixon and his supporters called it.

Documents Still Unavailable

As to why few historians have ry. studied Watergate, Mr. Kutler noted in an interview that many documents are still unavailable to schol-son points out that the press as a lawsuits to force the National Archives to release thousands of pages of Watergate documents.

Mr. Schudson agrees that histoand reconstruct their pasts rather they're allergic to events," he said

in an interview. "For them, events pass. My argument is that events reside, too.'

When Mr. Schudson began exploring the idea of using Watergate as a case study of collective memory, he was promptly warned off the subject. One friend told him the subject was too volatile and too important to use to illustrate some-

Not a 'Watergate Buff'

Another friend told him that as a Jew, he should not write about collective memory without writing about Jewish collective memory. In fact, he considered exploring memory and the Holocaust-the subject of several recent and forthcoming books-but says he found the subject overwhelming.

He came to see that Watergate is useful for thinking about memory because it "resonates" and is still within the grasp of living memory.

And how does Mr. Schudson re-Howard Simons, an editor of the member Watergate himself? "! in the sociology department," he says. "I followed it like most Americans, but I didn't become a Watergate buff. I was working on my dissertation on journalism, law. and the notion of objectivity. I even called it at the time my 'Watergate dissertation.

What stuck with him most from that era was the image of the press pursuing wrongdoing at the highest levels of government, ultimately bringing down a President. The image of the Washington Post reporters Bob Woodward and Carl Bernstein in bold pursuit was his memo-

How much of that image is truth and how much myth? Mr. Schudwhole did not pursue Watergateat least in the beginning; The Wash-Ington Post did. Nor did journalists go unassisted. Many others, including federal prosecutors and Federal Bureau of Investigation agents, helped uncover Watergute.

"What is most important to journalism is not the spate of investiga-

chudson writes. The mythologization of journalism is just one example of how Wa-

tergate resides in the American memory, Mr. Schudson says, Most interpretations of the event differ along political lines, he notes.

The liberal point of view sees Watergate as a constitutional crisis comment on the matter but conand often issues a call for legislative reform. The conservative Rosner had been caught falsifying view, like the liberal, professes absolute faith in the Constitution but per, the scientists purported to holds that "the system worked," the University of California at San have found a protein, and its correthat the way Watergate was han-Francisco. "That should be the sponding gene, that they said was died reasserted the virtues of the

Critics have complained that the ment gave his fellow researchers tion from fundamental structural zin writes. corrections in scientific journals the false impression that only one flaws in the American system. The often read like puzzles that leave molecule, which blocked the ac-

Which account is the "truth?" All of them, Mr. Schudson argues. Watergate was both a "crisis" and speaking to people's full experi-

Wes Jackson, 56, co-director, Land Institute (Salina, Kan.); sustainable agriculture; \$335,000. Evolyn Fox Keller, 56, professor of women's studies and thetoric, U. of California at Berkeley; women's studies: \$335,000

MacArthur Foundation Chooses

33 Recipients of 5-Year Awards

The John D. and Catherine

T. MacArthur Foundation has

named 33 new MacArthur Fel-

lows. They will receive five-

pending solely on their age.

amounts of their awards.

New York; reproductive rights:

Robert Blackburn, 71, director.

Printmaking Workshop, New York; printmaking: \$375,000. Unita Blackwell, 59, muyor of

Mayersville, Miss.; local govern-

Lorna Bourg, 50, assistant execu-

tive director, Southern Mutual Help

Association, New Iberia, La.: farm

Stanley Cavell, 65, professor of phi-

workers and rural poor: \$305,000.

losophy, Harvard U.; humanistic studies: \$374,000.

Amy Clampitt, 72, poet and essays: ist, New York; poetry and essays:

ingrid Daubechies, 37, professor of

nathematics and physics, Rutgers

U.; applications of the wavelet trans

Wendy Ewald, 41, photograp

and research associate, Duke U.: photography: \$260,000, irving Foldman, 63, professor of English, State U. of New York at

Barbara Fields, 45, professor of history, Columbia U.; history; \$280,000.

Robert H. Hall, 47, research direc-

tor, Institute for Southern Studies, Durham, N.C.; Southern studies:

Ann Hanson, 57, independent scholar, Boston; philology and histo-

John Holland, 63, professor of com-puter science, U. of Michigan; com-

puter science: \$369,000.

Buffalo; poetry: \$369,000.

ry: \$340,000.

ed to numerical data: \$240,000.

ment: \$350,000.

Janet Benshoof, 44, director, Cen-

ter for Reproductive Law and Policy,

year awards in amounts de-Stovo Locy, 57, jazz musician, Paris: Jazz: \$340,000. Following are the fellows' Suzanne Lebsock, 42, professor of social history, Rutgers U.; social hisnames, ages, fields of endeavor.

tory: \$265,000, affiliations, and the total Sharon Long, 41, associate professor of biology, Stanford U.; biology \$260,000. Norman Manag, 55, author and in

ternational fellow, Bard College; for tion and essays: \$330,000. Paule Marshall, 6.3, professor of English and creative writing, Virginia Commonwealth University: writ-J: \$369,000.

Michael Massing, 42, free-lunce journalist, New York; writing:

Robert H. McCabe, 62, president Minmi-Dade Community College; education: \$365,000.

Susan Melselas, 44, photojournal t. New York; photojournalism: \$275,000. Amalla Mesa-Bains, 48, artist, Sar Francisco; art: \$295,000.

Stephen Schneider, 47, professor of climatology, Stanford U.; global climate research: \$290,000. Joanna Scott, 31, assistant professor of English, U. of Rochester; fle-

John T. Scott, \$1, professor of fine arts, Navier U. (L.a.); art: \$315,000. John Terborgh, 56, director of conservation biology. Duke U.; biology: \$335,000

Twyla Tharp, 50, chorcograp New York; choreography: \$310,000 Uri Treisman, 45, professor of math emutics, U. of Texas at Austin; mathematics and n cation: \$285,000 Laurel T. Ulrich, 53, associate pro-

shue; history: \$320,000. Georat Vermolj, 46. professor of zo-ology, 11. of California at Davis; zoology: \$285,000.

Gunther Wagner, 18, professor of biology, Yale U.; biology: \$245,000.

ence of Watergate; insofar as ultraconservatives or radicals discuss Watergate as exclusively a scandal, and not a constitutional crisis. they will be talking to themselves just as hopelessly."

Mr. Schudson's argument that? Watergate represents many things to many people might lead some to assume that it doesn't represent anything to unyone. That seems to be what Michael Kazin concluded in his review in The Washington Post. Although largely admiring of Mr. Schudson's book, Mr. Kazin. a historian at the American University, writes that the author did not convince him that Watergate has had either great or lasting import.

On that point, Mr. Schudson ac-

Publishing

Too hot to handle? That's apparently what a few scholarly presses concluded about a forthcoming book by Richard D. Mohr, a philosopher at the University of Illinois.

Despite rave reviews by outside referees. Oxford University Press, Routledge, and the presses at Indiana, NYU, Temple, Yale, Illinois, and Minnesota all passed up Mr. Mohr's Gay Ideas: Outing and Other Controversies when it made the rounds last year. Gay Ideas examines the moral dilemmas facing the homosexual community and includes a critique of ACT-UP and an argument in favor of "outing."

But what inspired the most qualms was Mr. Mohr's essay deconstructing gay erotic art, accompanied by several photographs by Robert Mapplethorpe and drawings by Rex and Tom of Finland, According to Mr. Mohr. Illinois and NYU refused to publish the graphics; Minnesota was willing to publish the graphics but not the text unless changes were made; Routledge requested that the chapter with the graphics be dropped; and the others cited various reasons for rejecting the manuscript or never acknowledged that they had received a copy. Columbia University Press also considered

the book but eventually it too said No—this despite the fact that Mr. Mohr was general editor of Columbia's book series "Between Men, Between Women: Lesbian and Gay Studies." "I was turned down by my own series," he says. Shortly after, Mr. Mohr resigned the editorship of the series, losing, he says, thousands of dollars in potential royalties. Ironically, just a month before Gay Ideas is released, Columbia will publish The Homoerotic Photograph by Allen Ellenzweig, which also saw several rejections before landing at Columbia. A Columbia editor declined to comment on the matter.

Rutgers agreed to release Gay Ideas, but Mr. Mohr finally accepted an offer from Beacon **Press.** "The artwork doesn't present any problem for us." says Dan O'Connell, Beacon's publicity manager. The book is slated for release in November, and Beacon is touting Gay *Ideas* as one of two lead books for the fall. The Playboy Foundation has contributed \$1,000 to offset the costs of securing the rights to the graphics.

The whole episode has left Mr. Mohr feeling pretty steamed. You can't understand the gay male psyche, he argues, unless you understand the croticists discussed in his essay. "The university presses abdicated their particular responsibility to make decisions with an eye to what is right, what is good, and what is challenging, rather than what is popular," he

Gay Ideas may have found a home, but it still hasn't found a printer. Five have declined to produce the book. "Beacon tells me not to worry, but I'll be relieved when they find a printer," Mr. Mohr says.

It's not exactly a supermarket tabloid, but things are getting so passionate in the "Proceedings and Addresses of the American Philosophical Association" that one letter writer in the June issue compares the journal to the "National Enquirer."

The June issue of *Proceedings*, due to be mailed next week, will contain nearly 30 pages of letters to the editor about Clark University's Christina Hoff Sommers, whose scathing critiques of academic feminism have enraged feminist philosophers.

"There has never been a controversy with this kind of animosity in the association," says Robert G. Turnbull, chair of the Board of Officers of the APA and professor emeritus of philosophy at the Ohio State University.

Among those weighing in are three longtime Sommers foes: Sandra Lee Bartky of the University of Illinois at Chicago, Marilyn Friedman of Washington University, and Alison M. Jaggar of the University of Colorado. The letters are in response to a biting exchange between Ms. Sommers and Ms. Friedman in the January issue of the journal,

In the exchange in the June issue, each side accuses the other of intellectual dishonesty, of misunderstanding feminism, and of generally making people's lives miserable.

Ms. Sommers closes her letter by thanking Mr. Turnbull for overruling the APA's Executive Director, David A. Hoekema, and allowing her letter to appear. Mr. Hoekema earlier wrote, in the Proceedings and in a letter to Ms. Sommers, that the journal would abide by a "no responses to responses" rule on letters to the editor.

Mr. Turnbull and Mr. Hoekema both denv that Mr. Hoekema was overruled and say that they together decided to make an exception to the rule. Mr. Hoekema invites readers of the June issue to move on to other issues and to "carry on the discussion" about Ms. Sommers and feminism in other journals.

Ms. Sommers is ready to do that. She recently signed a six-figure contract with Simon & Schuster for her book on the future of feminism. Her deadline is next April.

Harvard Ponders Fate of Student Who Fabricated Data

By DAVID L. WHEELER school is considering whether to discipline a third-year student whom scientists at the National Institutes of Health caught cheating in his research.

The student, Mitchell Rosner, and the NIH scientists with whom he worked stated in a retraction in the May 29 issue of the journal Cell that he had fabricated data for a paper published in *Cell* last year.

"Recent investigations have revealed that the experimental eviice supporting the conclusions of the paper by Rosner et al. has been fabricated by one of the authors (M.R.) without any knowledge by the others," said the retraction, which was signed by Mr. Rosner and three co-authors-Heinz Arnheiter, acting chief of the ten print retractions that hedge beviral pathogenesis' section at the cause of fears of libel suits. If not National Institute of Neurological Disorders and Stroke; Ronald J. De Santo, an Nih researcher; and Louis M. Staudt, a senior scientist at the National Cancer Institute. 'We therefore retract this paper its entirety," the statement add-

search community, who has been misled by this publication."

The retraction is winning praise for its clarity. "It's magnificent," said Drummond Rennie, a deputy editor of the Journal of the American Medical Association and an an experiment. In the retracted paadjunct professor of medicine at norm," said Dr. Rennie, who is essential to a newly fertilized egg in nation's constitutional order. studying the value of retractions, proceeding to a fully developed

readers wondering how much they tion of the gene, could stop embryo witch hunt engineered by Democan trust an article. Dr. Rennie said development, when in fact a whole crais and the liberal media. he believed that journal editors of range of molecules could also stop all of the researchers who worked on an article can agree on a retrac- Suzanne Rauffenbart, said the it as both misses part of the picture.

Dr. Arnheiter said he had begun for comment.

ed. "We sincerely apologize to to be suspicious of Mr. Rosner's Harvard University's medical anybody, within or outside the re- research when others could not repeat his results.

Dr. Arnheiter declined further firmed as correct an account in The New York Times that said Mr.

The associate dean for public affairs at Harvard's medical school, a "scandal," and the failure to see

tive reporting or the recoil from it after Watergate, but the renewal, reinvigorization, and remythologization of muckraking." Mr.

"Schudson seems to care more about how social memory works in the abstract than about what differ-A radical leftist view argues that conce the whole quarrelsome thickembryo. Mr. Rosner's failure to President Nixon was made a con- et of scheming and exposé has use proper controls in the experivenient scapegoat, diverting attenmade in our national life." Mr. Ka-

knowledges that his analysis does not fall on the radical, liberal, or conservative line. "I come down all over the map," he says. But urging people to think more about Watergate is not the point-or at tion's wording, he said, one or school had named a committee to He writes: "So long as liberals and about what events had lasting significant the said about the said ab more of them may sue a journal for advise the dean, Daniel C. Toste conservatives insist that Watergate nificance, we need to look more hurting their professional reputason, on Mr. Rosner's punishment. was 'only' a constitutional crisis subtly and not expect some obvi-Mr. Rosner could not be reached and not a scandal, they will not be ous consequence to hit us in the

NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approxi-

Some publishers offer discounts to scholars and to people who order in bulk.

ANTHROPOLOGY

The Cinematic Griot: The Ethnography of Jean Rouch, by Paul Stoller (University of Chicago Press; 272 pages; \$39.95 dcover, \$16.95 paperback). A study of the French anthropologist and ethno tion between his writings and films on the Songhay people of Niger.

Visayan Vignettes: Ethnographic Traces of a Philippine Island, by Jean-Paul Du-mont (University of Chicago Press; 226 pages; \$39.95 hardcover, \$16.95 paper-back). Combines a study of the lives of no-speaking farmers and fishermen on the Visayan island of Siguijor with discussion of how the author's involvement in the culture shaped his role as an observer.

ARCHAEOLOGY

Prehistoric Cannibalism at Mancos 5MTUMR-2346, by Tim D. White (Princeton University Press; 488 pages; \$62.50). Presents evidence that cannibalism took place around A.D. I 100 at an Anasazi pueblo in southwestern Colora-do; based on a comparative analysis of

human bones found at site 5MTUMR-2346 and bones from animals used for food at other sites.

Visual Polemics in Ninth-Century Byzan tine Psaiters, by Kathleen Corrigan (Cambridge University Press; 352 pages; \$90). Discusses three psalm books

DESERT GARDEN MARGIN RANGE Literature on the American Frantier



vide a visual commentary on the text: focuses on how the images defend Orthodox dogma and refute the claims of Iconoclasts, Jews, and Muslims.

High-Energy Radiation from Magne-tized Neutron Stars, by Peter Mészáros (University of Chicago Press; 532 pages; 598 hardcover, \$39.95 paperback). A

CLASSICAL STUDIES

The Edges of the Earth in Ancient Thought: Geography, Exploration, and Fiction, by James S. Romm (Princeto University Press; 256 pages; \$29.95). Explores Greek and Roman literary rep resentations of the furthest perimeters of the earth; considers, for example, works that depict such regions as the homes of idealized human societies or

COMPUTER SCIENCE

The Reactive Keyboard, by John J. Darragh and Ian H. Witten (Cambridge Iniversity Press; 176 pages; \$44.95). Describes the development of com-puterbased communications technology for the physically disabled; focuses on a system that speeds communication by predicting the user's next re-

ECOLOGY

The Ecology of Recently Deglaciated ferrain: A Geoecological Approach to Glacier Forelands, by John A. Matthey (Cambridge University Press; 400 pages; \$120). Analyzes the interaction of geo-logical and biological processes in the creation of deglaciated land.

Applying General Equilibrium, by John Shoven and John Whalley (Cambridge University Press; 304 pages; 549.95 hardcover, \$22.95 paperback). Discusses the development and applic tion of Walrasian general-equilibrium models in economic Maynard Keynes: An Economist's Blog-

HUMAN

ford University Press: 296 pages: \$39.95). Analyzes labor-market condi

MORALITY Samuel Scheffler

raphy, by Donald E. Moggridge (Rout-ledge; 968 pages; \$37.50). Includes discussion of the English economist's ex-tensive government career and his links

with such cultural circles as the Blooms-

The Red and the Green: The Rice and Fall of Collectivized Agriculture in Manda Regimes, by Frederic L. Pryor (Princeon University Press; 550 pages; \$59.50). A comparative study of the ideology, or ganization, and performance of collectivized agriculture in Eastern Europe and the third world; also considers the problems of privatizing such systems. Soft Coal, Hard Choices: The Economic Welfare of Bituminous Coal Miners, 1890-1930, by Price V. Fishback (Ox-

EDUCATION

From Prayer to Pragmatism: A Blography of John L. Childs, by Lawrence J. Dennis (Southern Illinols University Press; 242 pages; \$27.50). An intellectual biography of a John Dewey disciple who was a prominent figure in education philosophy from 1930 to 1960. The Mask of Benevolence: Disabling

the Deaf Community, by Harlan Lane (Alfred A. Knopf; 310 pages; \$23). Describes the relationship between deaf people and the medical, scientific, and education establishment as one of colonization in which deaf language and culture are suppressed; argues, for exam-ple, that mainstreaming deaf children inders their educatio

FILM STUDIES

The Cinema of Federico Fellini, by Peter Continued on Following Page

NEW SCHOLARLY BOOKS

Continued From Preceding Page Bondanella (Princeton University Press; 392 pages; \$49.50 hardcover. 17.95 paperback). Traces the career of the Italian film maker since his work as a cartoonist during the Fascist era; topics include the influence of popular culture. literature, and Jungian dream theory on

Light Moving in Time: Studies in the Vis-ial Aesthetics of Avant-Garde Film, by William C. Wees (University of Cal nia Press; 211 pages; \$35 hardcover, \$15 paperback). Discusses the version of humun vision produced by the unorthodox manipulation of camera technology in

nampuration of camera technology in avant-garde film making.

Patterns of Time: Mizoguchi and the 1930's, by Donald Kirihara (University of Wisconsin Press: 187 pages; \$50 hard-cover, \$24.95 paperback). Analyzes the early work of the Japanese director. early work of the Japanese direc Kenji Mizoguchi; focuses on The Downfall of Osen. Nanhva Elegy, Sisters of the Gion, and The Story of the Last

FOLKLORE

Singing the Master: The Emergence of African American Culture in the Planta-

Brookline (with Harvard University).

Reader's Digest Fund, and other donors.

→ \$32,000 for the university-based workshop.

→ \$120,000 for teacher release-time to participating districts.

from local liberal arts colleges to join in the workshop at each site.

tion South, by Roger D. Abrahams (Pantheon; 341 pages; \$25). Traces the ori-RINS of annual plantat contests in which blacks and whites were brought together and the former were encouraged to sing, dance, and tell stories; describes how slaves used such occusions as opportunities to ridicule their masters, and how their perfo ance style influenced white culture.

Badr al-Din Lu'lu': Atabeg of Mosul, 1211-1259, by Douglas Patton (Univ. sity of Washington Press; 122 pages; \$12.95). A study of an adventurer who ame atcheg or protector to the Zangld dynasty rulers of Mosul (now a re-

gion in present-day Iraq), and later de Between the Wars, 1919-39: The Cartoonists' Vision, by Roy Douglas (Routledge; 352 pages; \$29.95). Explores the social and political tensions of the interwar period as revealed in North American, European, and Asian cartoons.

Driven Patriot: The Life and Times of James Forestal, by Townsend Hoopes and Douglas Brinkley (Alfred A. Knopf; 608 pages; \$30). Traces the government

REQUESTS FOR PROPOSALS

AMERICAN COUNCIL OF LEARNED

SOCIETIES COLLABORATIVES

Humanities Curriculum and Teacher Development Project

The ACLS Elementary & Secondary School Teacher Development Project strengthens the

teaching of the humanities in the public schools through the support of public school teachers

engaged in the development of curricular materials reflecting current and emerging under-

standings of the humanities at the post-secondary level. This is being done by means of the

creation of a national network of public school teachers, college faculty members, and senior

research scholars collaborating in workshops at selected major research universities. The

sites selected for the 1992-93 school year were: San Diego (San Diego City Schools with the

University of California, San Diego); Minneapolis (the Minneapolis Public Schools with the

University of Minnesota); Los Angeles (Los Angeles Unified School District/Los Angeles

Educational Partnership with the University of California, Los Angeles); and Cambridge/

Approximately one million dollars in grants will be divided among four new sites.

University/School District Collaboratives are invited to apply to ACLS by September 15,

1992 for support under this program. Those collaboratives selected as ACLS sites will

include public school systems where teachers have significant curricular responsibility and

major research universities wishing to develop continuing relationships with their area's

ACLS will award one-to-one matching grants to each partner in the Collaborative:

In addition, ACLS will select and fund two post-secondary fellows (at up to \$45,000 each)

Application Process

Education Office, American Council of Learned Societies

228 East 45th Street, New York, NY 10017-3398

Funding for this program has been provided by the Pew Charitable Trusts, DeWitt Wallace-

In the administration of its fellowship and grant programs, the ACLS does not discriminate on the basis of age, color, creed, disability, gender, marital status, national origin, race, or sexual preference.

To request a complete project description and an application form please write to:

career and troubled personal life of the public official who became the first U.S. Secretary of Defense in September 1947 esigned in March 1949, and committee

e two months later. In Pursuit of Gotham: Culture and Commerce in New York, by William R. Taylor Oxford University Press; 280 pages; \$24.95). Describes the city's rise as a national and international center of cul-

Low Living and High Thinking at Modern Times, New York, by Roger Wunderlich (Syracuse University Press; 288 pages; \$34.95). Discusses the brief (1851-1864) history of Modern Times, an experimental, libertarian community founded by the philosophical anarchists Josiah War-ren and Stephen Peurl Andrews in the Long Island pine barrens.

Mirage-Land: Images of Nevada, by Wilbur S. Shepperson (University of Nevada Press; 190 pages; \$19.95). Uses diaries, historical documents, novels, romotional brochures, and other texts o explore images of Nevada from the 9th century to the present.

The Papers of George Washington: Con-lederation Series, edited by W. W. Abbot (University Press of Virginia). Volume 1: January-July 1784 (592 pages: \$47.50); Volume 2: July 1784-May 1785 (626 pages; \$47.50). The first (wo books ington's papers from his second retirement at Mount Vernon during the years receding his Presidency.

of Wisconsin Press; 303 pages; \$49.50 hardcover, \$14.95 paperback). Edillon of the diary of Cornelia Peake McDoa-The Papers of Woodrow Wilson, Volume 68: August 2—December 23, 1920, editald, a Winchester, Va., woman who struggled alone to provide for her nine by Arthur S. Link and others (Prince ton University Press; 583 pages; \$57,50). children during the Civil War. Documents Wilson's role in the 1920 Cox-Harding Presidential contest.

Religion and Society in Russia: The Sixteenth and Soventeenth Conturies, by Solicitors and Divorce, by Richard Ingleby (Oxford University Press; 208 pages; \$54). Examines how British solic ul Bushkovitch (Oxford University Press; 288 pages; \$39,95). Considers reigious attitudes during a transitional itors interact with clients, each other, storical period that saw a decline in and court officials in divorce cases. ism, the rise of miracle calts and the development of a more private

A Woman's Civil War: A Diary With Rem-niscences of the War, From March 1862, lited by Minrose C. Gwin (University

LITERATURE Andrel Pintonov: Uncortainties of Spin, by Thomas Scift id (Cambridge Universi-ty Press; 280 pages; \$59,95). Describes

Addresses of Publishers

الموارية والمعارية والمدارية المراجعة فالمعطوم والمالية bridge U. Press, 40 West 20th Street, New York 10011 Fairleigh Dickinson U. Press, Associated University Presses, 440 Forsgate Drive, Cranbury, N.J. 08512 Alfred A. Knopf, 201 East 50th Street, New York 10022

Oxford U. Press, 200 Madison Avanue, New York 10016 Pantheon Books, 201 East 50th Street. New York 10022 Princeton U. Press, 41 William Street, Princeton, N.J. 08540 Routledge, 29 West 35th Street. New York 10001 Southern Illinois U. Press, Box 3697, Carbondale, III. 62902

Susquehanna U. Press, Associated University Presses. 440 Forsgate Drive, Cranbury, N.J. 08512 Syracuse U. Press, 1600 Jamesville Avenue, Syracuse, N.Y. 13244 Temple U. Press, Broad and Oxford Streets, Philadelphia 19122

Twayne Publishers, 866 Third Avenue, New York 10022 U. of California Press, 2120 Berkeley Way, Borkeley, Cal. 94720 U. of Chicago Press, 5801 South Ellis Avenue, Chicago 50637 U. of Delaware Press, Associated University Pressus, 440 Forsgate Drive, Cranbury, N.J. 08512 U. of Nevada Press, Reno 89557

U. of New Mexico Press, Albuquerque, N.M. 87131 U. of Washington Press, P.O. Box 50096, Senttle 98145 U. of Wisconsin Press, 114 North Murray Street, Madison, Wis.

U. Press of Virginia, Box 3608, University Station, Charlottesville,

REQUESTS FOR PROPOSALS

U.S. Department of Energy

Research Opportunities in Radioactive Waste Management

Oak Ridge Institute for Science and Education, on behalf of the U.S. Department of Energy, Office of Civilian Radioactive Waste Management, invites qualified faculty members at Historically Black Colleges and Universities (HBCU) to submit proposals for on-campus research in radioactive waste management. This program will support high quality research proposals on important scientific or engineering problems related to the consolidation, packaging, handling, transportation, storage, disposal, and monitoring of spent nuclear fuel and highlevel radioactive waste. All research under the HBCU Radioactive Waste Management Research program must relate to the site characterization study at Yucca Mountain, Nevada.

Interested faculty members in the following disciplines are encouraged to apply:

> **Earth Sciences** Engineering Materiais Science Radiation Sciences Transportation/Logistics

A Request for Proposals (RFP) packet may be obtained by contacting:

RBCO Radioactive Waste Management Research Program Science/Engineering Education Division Oak Ridge Institute for Science and Education P.O. Box 117 Oak Ridge, TN 37831-0117 ATTN: Bille L. Stooksbury Telephone (615) 576 (X)37

Responses to the RFP are due on August 14, 1992, for contracts and funding distribution in 1993.

Publishin*g*

the influence of utopian thought on the work of the Russian writer who lived from 1899 to 1951.

The Art of Medieval French R by Douglas Kelly (University of Wis-consin Press; 470 pages; \$65). Discusses "authorial interventions" that shed light on what Chrétien de Troyes, Marie de France, and other medieval French romance writers thought about their work.

Bodies and Machines, by Mark Scitzer

outledge; 248 pages; \$45 hardcover, \$15.95 paperback). Examines the association of nature and technology in the American cultural imagination; includes discussion of realist and naturalist writings from the 1850's to the 1920's.

Deer Women and Elk Men: The Lakots larratives of Elia Deloria, by Julian Rice University of New Mexico Press; 192 pages; \$22.50). Focuses on sexual themes in the Lakota Indian stories collected by the ethnologist Ella Deloria in the 1920's and 30's; also includes comparisons of Lakota narratives and Shakespeare's plays.

Desert, Garden, Margin, Range: Literature on the American Frontier, edited by Eric Heyne (Twayne Publishers; 182 pages; \$25.95 hardcover, \$12.95 paperback). Includes original essays on both "canonical" and "marginalized" works of literature about the frontier. The Dynamics of the Metaphoric Field: A Cognitive View of Literature, by Nicolae

labuts (University of Delaware Press; 184 pages; \$32.50). Combines literary, uistic, and neuroscientific perspeclives in a study of memory and the understanding of meaning in texts.

Faulkner's Subject: A Cosmos No One
Owns, by Philip M. Weinstein (Cam-

bridge University Press; 200 pages; \$42.95). Describes Faulkner's depiction Harlem in Review: Critical Reactions to Biack American Writers, 1917-1939, by John E. Bassett (Susquehanna University Press; 232 pages; \$36.50). Writers discussed include Claude McKay, Langston Hughes, Countee Cullen, Jessie Fauset, and Zora Neale Hurston.

Openings: Narrative Beginnings from the Epic to the Novel, by A. D. Nuttali Oxford University Press; 272 pages; \$55). Considers the concept and character of beginnings in literary works, nature, and history.

Oppositional Voices: Women as Writers and Translators in the English Renalssance, by Tina Krontiris (Routledge; I-pages; \$39.95). Examines the work of women writers during the late Elizabe-than cra, a period described here as hos tile to female creativity.

A Reading of Edward Taylor, by Thomas M. Davis (University of Delaware Press; 240 pages; \$36.50). A critical study of clergyman who lived from 1642 to 1729; focuses on changes in the direction of his work in series one of the Preparatory

Paul Runyon (Syracuse University Press; 248 pages; \$24.95). Explores self-referential links between the works in the 20th-century American writer's short-story collections.

Re-Thinking Theory: A Critique of Con-temporary Literary Theory and an Alterna-tive Account, by Richard Freadman and Seumas Miller (Cambridge University Press; 278 pages; \$54.95). Theorists dis cussed include Louis Althusser, Jacques Derrida, Michel Foucault, and supporters of the New Historicism.

The Rites of Passage of Jean Genet: The Art and Aesthetics of Risk Taking, by Gene A. Plunka (Fairleigh Dickinson University Press; 360 pages; \$45). Deconcept of the French writer's work, and draws on the theories of the anthro pologist Victor Turner in an analysis of rites of passage in his dramas.

Scheherezade in the Marketplace: Elizeth Gaskell and the Victorian Novel, by Press; 236 pages; \$29.95). Topics includ the English writer's literary apprenticeing market and with her editor. Charles Dickens; and her experimentation with

American Literature, by Stephen Fender (Cambridge University Press; 300 pages \$44.95). Describes expressions of a \$44.95). Describes expressions of a "psychology of emigration" in American literature; writers discussed include Jefferson, Cooper, Thoreau, Dos Passos, and Norman Mailer.

The Thought and Art of Joseph Joubert, 1754-1824, by David P. Kinloch (Oxford University Press; 256 pages; \$69). Traces the development of the French

Traces the development of the French moralist's thought from the time of his work as secretary to Denis Diderot through his association with François Chateaubriand; argues that Joubert's

scrutiny of the act of writing anticipates the aesthetics of such authors as Steph-

PHILOSOPHY

Human Morality, by Samuel Scheffler (Oxford University Press; 150 pages; \$26). Develops a theory of the relation that bridges the gup between those who feel that morality should coincide with an enlightened self interest and thos who view morality and self interest as ditrically opposed.

The imaginary Museum of Musical Works: An Essay in the Philosophy of Music, by Lydia Goehr (Oxford University Press; 328 pages; \$59). Traces the emergence of the concept of a musical "work" and considers what it means philosophically, musically, and historically to discuss music in such

Moral Responsibility and the Boundaries of Community: Power and Account ability from a Pragmatic Point of View, by Marion Smiley (University of Chicago Press; 286 pages; \$44 hardcover, \$17.95 paperback). Describes how people's concepts of blame or moral responsibil point of view, and shape their for n of social problems

The Philosophy of the Umit, by Drucilla Cornell (Routledge; 224 pages; \$45 hard-cover, \$14.95 paperback). Focuses on sues of gender hierarchy in a study of the application of deconstruction theory to questions of ethics, justice, and legal interpretation; includes co parative discussion of the theories of

Privacy, Intimacy, and Isolation, by Ju-lie Inness (Oxford University Press; 157 pages; \$24.95). Explores legal and philohical notions of privacy, including the question, for example, of whether ivacy is morally or conceptually dis-

stice of Jacques Derrida and John

POLITICAL SCIENCE

Engineers and Professional Self-Regulation: From the Finniston Committee to the Engineering Council, by Grant Jordan (Oxford University Press; 320 pages;

\$72). Discusses the negotiation process that produced a chartered Engineering Council in Britain, and describes how he Thatcher administration attempted

to shape the direction of the engineer US-Japan Alliance Diplomacy, 1945-1990, by Roger Buckley (Cambridge University Press; 256 pages; \$49.95).

Traces the development of U.S.-Japa-nese relations in the postwar period.

PUBLIC POLICY Why Airplanes Crash: Aviation Safety in a Changing World, by Clinton V. Oster, ir., John S. Strong, and C. Kurt Zorn Oxford University Press; 224 pages: \$24.95). Considers such topics as the afety record of commuter airlines in the post-deregulation era.

RELIGION

The Camphor Flame: Popular Hindulan and Society in India, by C. J. Fuller rinceton University Press; 238 pages: ics include the relationship between

worship and sacrifice, the ritual power of goddesses and women, and the relilionships between deities and humans or among humans themselves are ex-

Growing Up in Norway, 800 to 1990, by Floyd M. Martinson (Southern Illinois University Press; 268 pages; \$29.95). Examines the daily life for Norwegian children from Viking times to the present; focuses on how their care and supervision became a public concern.

Work and Democracy in Societist Cuba by Linda Fuller (Temple University Press; 296 pages; \$44.95). Discusses Cuban reforms in the area of workplace denocratization since the 1960's.

URBAN STUDIES

Mandem and the City, by Ira Katznelson (Oxford University Press; 336 pages; \$39.95). A critical analysis of larxist scholarship on cities and urban life over the past 25 years.



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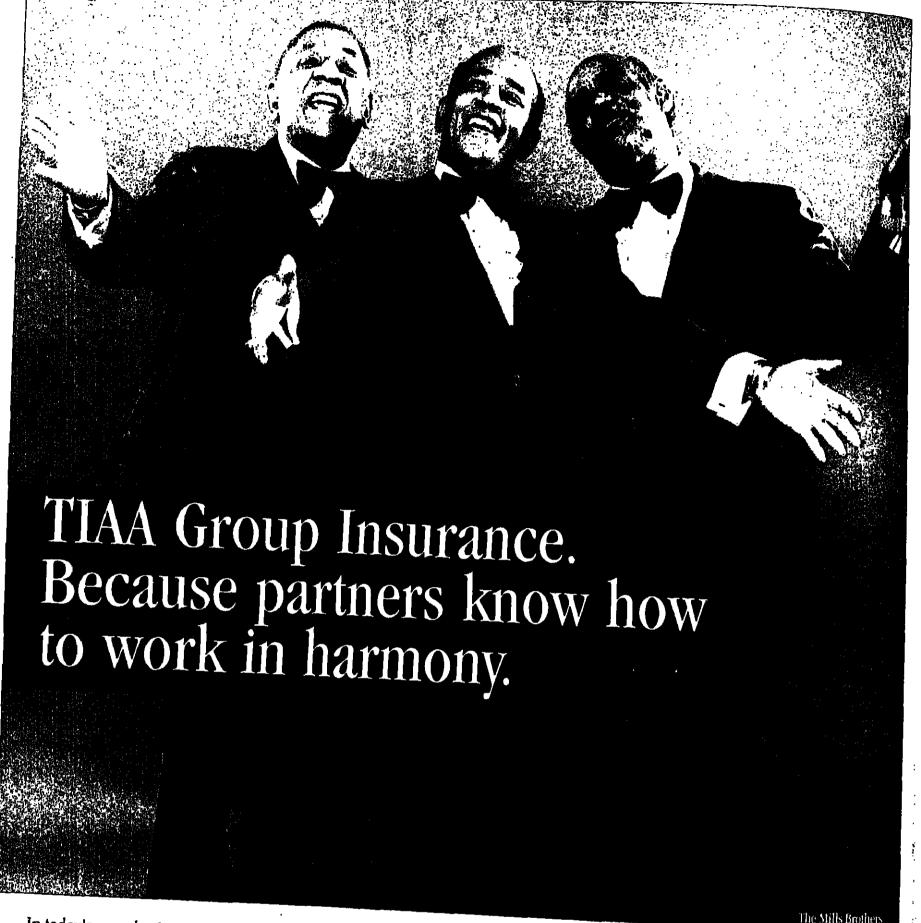
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Personal & Professional

Spate of Resignations Prompts Concern About Health of the College Presidency

A disturbing pattern, or mere coincidence?

Some behind-the-scenes discussions are under way about an alternative accrediting body designed to evaluate colleges that offer a traditional curriculum.

A confidential four-page memo about the proposed group says a

"gang of fifteen" institutions seems interested in the venture, but suggests that "the whole effort

needs far better definition."

moving to create a national

academy to "advance liberal

Liberal Education would be

learning." The proposed National

Academy for the Advancement of

separate from the NAS, and would

have both an accrediting arm and a

memo obtained by The Chronicle.

The idea grew out of opposition to the policies of regional accreditors

that sought to use ethnic diversity as

a criterion for evaluating campuses.

The memo said that with "the

day," the academy should hold off

on announcing it. The memo was written by Robert Royal, vice-

president of the Ethics and Public

Policy Center in Washington. He was offered the job of directing the new

academy. In his memo, he declined the job and outlined his concern

that the academy needed to be more

sharply defined. Still, he called it an

backers of the academy, who include

John T. Agresto, president of St.

John's College of New Mexico, and Stephen H. Balch, president of the

NAS. Mr. Baich said any comment

The beleaguered president of

So much for a 10-year

Lees College resigned under

pressure last week, despite the

decade-long contract that the

trustees granted him last year. In a statement, the trustees said

the president, William B. Bradshaw,

officer until a replacement could be

that might mean Mr. Bradshaw could

In the statement, J. Phil Smith.

the board's chairman, "accepted the

resignation with reluctance." Some

Bradshaw had come under mounting

Association of University Professors

professors at the two-year college

said that Mr. Smith and Mr.

pressure from the community

recently. A committee from the

national office of the American

recently investigated alleged academic-freedom violations at the

campus, which has no tenure

of the media to understand

could not be reached.

were fired last month.

system. Mr. Bradshaw blamed the

problems at Lees on the "inability

Meanwhile, both men are facing

lawsuits filed by two professors who

educational reform." Mr. Smith

would stay on as chief executive

found. Some professors worried

remain in charge indefinitely.

The memo was directed to

'essential" enterprise.

would be premature.

incertainties about November 3

looking more worrisome every

think tank, according to a copy of the

Members of the National Association of Scholars, along with

other academics who support a traditional curriculum, have been

By COURTNEY LEATHERMAN

A recent spate of resignations by prominent university presidents has left observers wondering whether the departures mark an exodus from a job that has become unmanageable and unattractive, or simply a concurrence of unrelated events.

While some observers had previously expressed concern about the state of the college presidency, that sentiment reached new heights for some this month when Michael 1. Sovern announced his plans to retire next year from the post he will have held at Columbia University for 13 years. His announcement was the second by an lvy League president in as many weeks, following that of Yale University's chief, Benno C. Schmidt, Jr.

Mr. Sovern said he had decided to return to teaching law in order to spend more time with his wife, Joan Wit Sovern, who is suffering from a long-term illness. Mr. Schmidt will resign at the end of this year-his sixth on the job-to head a new chain of private secondary schools.

Mounting Pressures on Leaders

Some who follow academic presidencies believe it is more than coincidence that the chief executives at Columbia, Duke, Stanford, and Yale Universities and the Universities of California, Chicago, and Texas have announced their resignations within the last year. To suggest otherwise, they say, is to ignore the mounting pressures placed on university presidents.

The observers worry that those pres sures, which range from severe financial constraints to increased government oversight to heated curricular battles, have made the jobs unappealing to potential candidates.

Stanley Katz, president of the American Council of Learned Societies, says of the resignations: "You could call it natural. but I think there's something more there." He adds: "The job has changed, it has become tough, tough, with relatively little compensation, and it takes a toll."

Kenneth Prewitt, senior vice-president of the Rockefeller Foundation, agrees that the departures are unusual: "It's not random that you get seven or eight in one

"Any good social scientist, when you see a pattern of events, ought to find some underlying structural conditions," adds Mr. Prewitt, who is trained as a political

first-hand experience as presidents, say the events are exactly that. They note that most of the retiring presidents had served far longer than average. (The average presidential term ranges from three to seven years, depending on the type and control of institutions.) They say the job has al-Continued on Following Page



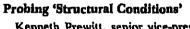


Among presidents who recently announced retirements are, clockwise from top: Hanna H. Gray (15 years at Chicago); Michael I. Sovern (13 years at Columbia); Donald Kennedy (12 years at Stanford): H. Keith H. Brodie (8 years at Duke); and Benno C. Schmidt, Jr. (6 years at Yale).









just turning over.'

Other observers, including some with

Resignations Prompt Concern About Health of the College Presidency

Continued From Preceding Page Despite their differences, many presidents will need new skills and other research universities are mistake to read too much into the ing chief executives have tough constraints facing all institutions. as part of a broad investigation into departures."I think these can be jobs ahead of them. explained as individual circumstances and not as a great new wave of disenchantment with the job," says Clark Kerr, president emeritus of the University of California system, who has heard the

Adds Madeleine F. Green, who has served a stint as an acting president: "There are 300 to 400 new presidents every year who come on through resignation, retirement, death, whatever. This is a cluster of highly visible institutions so all of a sudden everybody pays attendifficult the presidency has be-outgoing presidents were picked tion," says Ms. Green, vice-presi- come is overblown. Mr. Bok, now for their fund-raising skills. They dent at the American Council on a fellow at the Center for Advanced were well groomed for the last dec-Education and director of its Cen- Study in the Behavioral Sciences in ade, but not for the future, he says. ter for Leadership Development. Palo Alto, Cal., notes that "stu-She and other experts on the col- dents aren't burning down buildlege presidency believe that insti- lings now" as they were when he call for more consultation. That tutions seeking presidents will took office nearly 20 years ago. have plenty of good candidates.

Robert H. Atwell, president of the American Council on Education, believes the recent resignations were prompted partly by a realization that times will be tough cession ends. "These jobs aren't so much fun anymore," he says.

Derek Bok, president emeritus of Harvard University, disagrees. "I thought my job was fun," he

Still, many believe that new

THE CURRICULUM

- Xavier cuts some required theology courses
- Columbia lets undergraduates major in art -

are interested.

activities.

members for the department,

ly members and 15 adjunct instruc-

Inspired by books such as

"Habits of the Heart" by Robert

Bellah, Cabrini College re-

quires that all juniors get in-

volved in community-service

The students' outside work is

Cabrini sets community service for juniors

Fewer required theology could not compete with an art colcourses will help students to a lege in terms of time allotted for better moral education, Xavier University in Ohio contends in its new core curriculum.

The university has cut the num-courses, he said. At Columbia, the ber of required courses in philoso- ratio will be the opposite. But he 1992-93 budget. Yale is facing a phy and theology, requiring nine credit hours instead of 12 in each dents well educated and prepared field. The Jesuit institution will for graduate school in art, if they cluster courses on ethics, religion, and society. Students must take one course each in literature, philosophy, and theology, plus an which traditionally had taught clective, all of which deal with an courses for non-majors. The deethical matter in contemporary so- partment now has 4 full-time facul-

Joan Connell, vice-president for academic affairs, said Xavier would still require more philosophy and theology coursework than any of the nation's other 28 Jesuit colleges and universities. But she said the new approach would guarantee integrated learning, rather than allowing students to take unrelated courses in the history of philosophy or theology.

Xavier's core curriculum requires 65 hours, more than half of an undergraduate's classroom time. The new curriculum also requires nine hours of laboratory the Common Good in Literature" science, six hours of a foreign and "The Meaning of Altruism." language, and three hours of fine

For the first time in its histo- dents read Plato, Aristotle, Nietzry, Columbia University will al- sche, and Hannah Arendt, and low undergraduates to major in hear presen

The university has introduced a of the semester she asks students visual-arts major that will teach ba- to report on their work in homeless sic skills in painting, sculpture, and shelters and literacy programs. graphic arts. Seniors will receive studio space to create a final projdents to complete three interviews: ect. "They'll be doing their own work," said Allan Hacklin, chair- a "moral failure," and one with man of visual arts. "They won't someone who exhibits "tainted de-

Mr. Hacklin said the program lapses,

Not Much Fun Anymore

generation of presidents must focus far more attention on internal rather than external operations. "To make deep cuts in the expense base of a university, you need knowledge of the inside workings for universities even after the re- of the place, the confidence of the people, and the courage to go out and make decisions before you reach a consensus," he says.

Mr. Hood, a former vice-president of Arts and Sciences at Cosays, adding that concern over how lumbia, believes that many of the Mr. Sovern says he can testify to

the fact that tough financial times means presidents have to spend even more hours on the job. "You don't need to explain yourself in great detail when you're raising salaries and building buildings," he says. "But when you're asking faculty for sacrifices, you have to be clear about explaining yourself and spend a lot of time listening."

A Lot of Explaining

Like many presidents, Mr. Sovern has had to do a lot of explaining over the past few years. Columstudio courses. An art school bia has cut administrative posiwould require more than twice as tions, left faculty posts vacant, and many art courses as liberal-arts spent money from its endowment, said the program would leave stution of buildings, and protests from professors who balked at the ad-Mr. Hacklin will hire new faculty

Don Hood, a psychology profest the way institutions have spent ted-

"When you're asking faculty for sacrifices. you have to be clear about explaining yourself and spend a lot of time

dling of overhead research costs that prompted Donald Kennedy to announce his retirement after 12 years as president.

State institutions, like the University of California system, have been hit hard by severe cuts in state support. However, David P. Gardner, who plans to step down in October after nine years as president of the system, cited his wife's death last year as his reason for

At Duke, some professors say the problems that led to H. Keith H. Brodie's announcement that he would resign next year after eight years as president had more to do with his deteriorating relationship with the faculty than with financial

Given the bleak financial picture and the pressures presidents face, some people worry that there are ty positions. Columbia, Stanford, Gerhard Casper was No. 2 on Har

ways been tough, and that it is a agree that the successors to depart-largely because of the financial under scrutiny by federal auditors cerned that the position to be sor at Columbia, believes the next - eral money intended to cover the overhead costs of research. It was seemed almost gleeful when a scandal over Stanford's han-

Loss of Respect?

Personal & Profession Personal & Professional

vard's list," Mr. Katz says, not ring to Stanford's new preside.

Mr. Prewitt of the Rockets

Teaching Calculus to Minority Students Helps Them Stay in College

The Rockets of the Rockets to the Rockets of the Rockets of the Rockets of the Invitation meet twice unattractive for reasons others

e tick filler per in

the financial pressures. Heigh a widely used method for teach-A five-year follow-up study of garners respect. In fact, by shows that it not only helps stulieves the public has at the dents pass calculus but also seems to help them stay in college.

The system uses small, student-Others agree, but ask the culus courses, which have been led workshops to supplement calmuch has changed, "Do yours one of the greatest barriers for stupresidents got a lot of response dents seeking a mathematics, sci-'68, '69, '70?" asks Mr. Hood ence, or engineering education. Some sense a growing cone Some studies have found that half about finding new leaders whe of the students who take college several institutions will be or calculus do not complete the ducting searches simultaneous course the first time they take it. "There may be a certain sense! Uri Treisman, the director of the

In 1989 Mr. Treisman estimated upper classes to participate in the panic brought on by the mount Dana Center for Mathematics and that his method was being used at workshops. Students who accept

oped the system of student honors are being used at more than 125 workshops to help minority stu- colleges and universities, says MacArthur Foundation is award- mathematics at St. Olaf College, progress of individual students. ing Mr. Treisman one of its nostrings-attached fellowships this ecutive director of the Mathematiweek. Another researcher, Martin cal Sciences Education Board at V. Bonsangue, a professor of the National Research Council of mathematics at Mount San Anto- the National Academy of Sciences. nio College, studied the method for five years at California State Polytechnic University at Pomona and presented his findings, which have ity groups that are underrepresentnot yet been published, in a lecture ed in scientific professions are inin Washington last month.

who will take over this week as ex-As the system is employed at

California State Polytechnic, fresh-

man calculus students from minor-

vited by minority students from

Science Education at the Universia about 30 colleges. Now, variations—the invitation meet twice a week ty of California at Berkeley, devel- of Mr. Treisman's teaching method for two hours to work on calculus problems developed by the student leaders. The workshop leaders also dents excel in mathematics. The Lynn A. Steen, a professor of meet with professors to discuss the

Mr. Bonsangue studied 320 students at Pomona who took calculus. He interviewed those who participated in the workshops and those who did not, and checked their academic records.

Mr. Bonsangue found that the workshops had a lasting effect on the students' styles of studying er to a scientific career. "We're math and science, encouraging tired of being the filter instead of them to study collaboratively in- the pump," he said.

stead of struggling alone. The study method also scemed to help students stay in college: Forty-two per cent of those who did not parlicipate in the workshops had dropped out of the university by the spring of 1991, while only 4 per cent of the workshop students had left the institution at that time.

The workshop students were not better prepared academically in high school than those who did not participate, Mr. Bonsangue said,

Mr. Treisman, who is moving from Berkeley to the University of Texas at Austin, said the workshops had been widely adopted because mathematicians did not want calculus to be perceived as a barri-

number of announcements of tirement plans." says Raph i Court Lifts Decree Nicholas, dean of the collegent on Brown U. Hiring Nonetheless, Mr. Nicholassi he remains confident that Chie and Promotions will attract top-notch candidate

succeed Hanna H. Gray, v plans to retire next year affect At the request of administrators years. Others believe the units and female professors at Brown ties with vacancies will attractle. University, a federal court judge share of qualified candidates: has vacated a consent decree that don't see any shortage of past governed faculty hiring and promowho are interested in taking one tion for 14 years.

challenge," says Judith G. Too The so-called Lamphere Decree ton, deputy director of the Ame was the result of a settlement in a can Council on Education's Of sex-discrimination lawsuit filed in of Women in Higher Educate 1977 by Louise Lamphere, then a (Statistics recently released by k professor at Brown. The decree office suggest that more of the provided goals and timetables to candidates could be women: 12x measure the university's progress cent of presidents in 1992 at in hiring female faculty members. women, up from 5 per cent. It also set up promotion and hiring guidelines for all faculty members.

Anne Fausto-Sterling, a profes-Says Mr. Sovern: "Therewill plenty of outstanding people; sor of medical science and one of succeed us "He adds: "Youth three people representing Brown's not enough qualified candidates for the French have a saying. In female professors, said most womministration's plan to reduce faculthe jobs. "It's not surprising that conference are full of indispense on at the university felt that having the decree vacated would be "a good tactical move." Their vote to petition the court to end the decree took place at a meeting last year, and the petition was granted last

"The issue was whether we'd be better off working within a university system or within an increasingconservative court system,' Ms. Fausto-Sterling said.

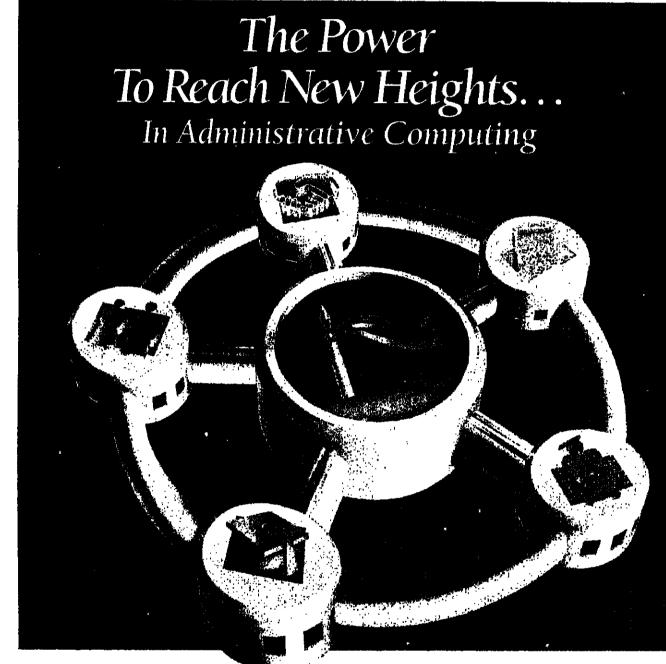
67 Women Have Tenure

Brown has far more women on the faculty now than before the decree took effect. The number of tenured women at Brown rose to 67 in academic 1991-92, up from 12 in 1976-77. The number of tenured men also rose during that period, to 342 from 334. The number of nontenured women rose to 61 from 40, while the number of non-tenured men fell to 79 from 84.

Ms. Fausto-Sterling said she thought some departments still resisted hiring women. But she said the decree had given women a bigquality of the faculty by requiring such procedures as nationally advertised searches. It also helped male candidates, she said.

"If you have an old-boy system instead of a national search, it may be there are men you're missing out on, too," she said.

Ms. Lamphere, who had filed the suit when she was denied tenure at Brown, was later granted tenure there. She has since left the university. —CAROLYN J. MOONEY



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sor, Michael Levin, won an aptied to a set of classroom seminars peals-court victory in his freeorganized around the theme "the speech lawsuit against the colcommon good." The 10 seminars. which explore moral and ethical is-Mr. Jeffries sued the college. sues, include "Individualism and part of the City University of New York, in Federal District

Court. Claiming that his First Sharon Schwarze, professor of Amendment rights were violatphilosophy at the Roman Catholic ed, he is seeking reinstatement liberal-arts college, teaches "The and \$25-million in damages. Problem of Evil," in which stunons from Holocaus survivors and resisters. At the end

Ms. Schwarze also requires stuone with a "moral hero," one with emeritus of psychology at Yale University and a noted black just go to classes to solve other cency;" meaning a person who has tried to lead an upright life but has

There were new twists this ferred to "hysterical criticism in speech rights. It left intact a month in the legal saga of two the press" and pressure from lower-court injunction banning controversial City College pro-"uninformed and opportunistic lessors. One, Leonard Jeffries, politicians," Jr., the outgoing head of the

A CUNY spokesman said uniblack-studies department, sued versity officials do not comment the institution for removing him on pending litigation. as chairman. The other profes-

Articles on Intelligence

The other case involves Mr. Levin, a white philosophy professor who has written articles suggesting that blacks are intellectually inferior to whites. He sued the college in 1990, claiming his free-speech rights had been violated when the college formed a panel to examine his writings and established a paral-Mr. Jeffries served as chair- lel section of a course he taught. University of Virginia's Thor man for 20 years until the CUNY even though no students had Board of Trustees voted in complained. Last fall a district-March to replace him. He faced court judge issued a strongly a friend-of-the-court brief in the a storm of criticism over re- worded ruling in his favor.

The university system appealed. Last week a panel of judges from the U.S. Court of Appeals for the Second Circuit but 'disappointed that the coul supported much of Mr. Levin's did not recognize City College's argument. The panel ruled that fundamental need to provide because there was no evidence students with greater choice scholar, to a two-year term as students had been harmed by and availability of classes." department chairman, effective his views, the creation of a second course section had a chill-

2 CUNY Suits: White Professor Prevails; Jeffries Files In his suit, Mr. Jeffries resong effect on Mr. Leym's fire alternative sections.

versity presidents have be

caught in controversies.

University of Chicago.

The new rating also said that the formation of a committee to review Mr. 1 evin's writings had had a chilling effect, but it found that a lower-court injunction batting further investigation Was binecessary.

The appellate court degreed, meanwhile, with the lowor court's finding that Mr. Levis was entitled to protection by security personnel because his classes had been disrupted by

The American Associational University Professors and the as Jefferson Center for the Procase, siding with Mr. Levin.

In a statement, cusy officials said they were pleased with the decision on the security issue

-DENISH K. MAGNES AND CAROLYN J. MOONEY

marks he made last summer that were widely condemned as anti-Semitic and anti-white. CUNY trustees appointed Edmund W. Gordon, a professor

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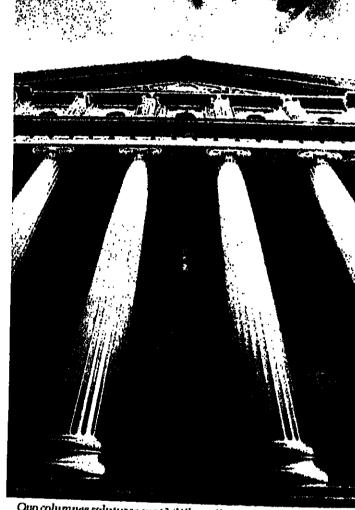
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Information Technology

Clyde, Jerome, Duck, Buck, and Terry aren't just Portland Trail Blazers anymore. Researchers at Oregon State University's College of Oceanography have named five powerful new workstations after the players on the National Basketball Association team. And they have named a small computer Adelmai after the Blazers' coach. The researchers are participating in a three-year project to study the carth's ecosystem, supported by

the National Aeronautics and Space Administration, that requires highperformance computing. The International Business Machines Corporation provided the five RISC 6000 computers to run models of water circulation and analyze data.

Librarians at the College of Wooster are giving credit to keyword searches of a new electronic catalog for a dramatic increase this year in the use of printed materials and microfiche.

"The conventional card catalog had only three access pointsauthor, title, and subject," says Damon Hickey, director of the Andrews Library. "If library users were unsure of the subject heading they might not find what they wanted, even when it was in the

The electronic catalog gives professors and students a fourth way—subject key words—to gain access to library materials. That kind of search, which lets people use everyday words, turns up materials few knew the library had, Mr. Hickey says.

Next fall the City University of New York will begin testing a telecommunications service that could make it cheaper and easier to hold conferences and classes electronically. The service will be offered by New York Telephone and Northern Telecom

Educational institutions must now lease transmission lines to obtain the bandwidth required to hold videoconferences and send data and images. They pay for the line, whether or not they are using it. With the new service, called Switched Wideband Service, institutions could obtain the bandwidth they need over existing telephone lines and pay only for the time they use.

The service would also let institutions designate the bandwidth necessary for each transmission. For example, the medical school would need a wider bandwidth to transmit a high-resolution medical image than it would to conduct a videoconference.

In November, cuny will start the six-month test by holding videoconferences between two sites within the 21-campus system. The following spring, faculty members at two different colleges will try using the service to offer instruction.

The university's Office of Budget, Finance, and Computing will evaluate the results.



James F. Blinn, a computer expert and an instructor at the California institute of Technology: "I never thought I could actually make a living doing this."

A Computer Animator Brings Unseen Worlds to Whimsical Life

From 3-D images of electrical fields, to strings of equations dancing a samba

By DAVID L. WILSON

PASADENA, CAL. James F. Blinn, an instructor at the Cali-

fornia Institute of Technology, is delighted to show his latest project to a visitor. A few taps on a keyboard, and a cartoon image of a green tentacle wielding a ray gun appears on a computer screen. Punching another key brings the image to life, as a purple beam flashes from the ray gun and zaps an innocent triangle, which suddenly expands.

It's a captivating way to show students how aspects of shapes—the angles and proportions, for example-don't change, regardless of changes in the size of the The unrestrained whimsy of Mr. Blinn's

of fans among students and professors. He teaches classes in computer animation here, and his work has helped revolutionize the way mathematical concepts are taught through television and videotapes. The programs are widely used by high schools and colleges.

'Where Should I Begin'

Eugene A. Klotz, a professor of mathematics at Swarthmore College, is at somewhat of a loss when asked to comment on Mr. Blinn, "Where should I begin?" asks Mr. Klotz, who is also director of Swarthmore's Visual Geometry Project, which

produces computer-animated videotapes for high-school math courses. "I guess anybody who's turned on a TV has seen his work. He's one of the best of the best."

In the public-television series "Cosmos," which was first broadcast in 1980, Mr. Blinn's animation was used to illustrate events that are too small to be seen. Cartoon images of the behavior of atoms and molecules showed viewers things even scientists haven't been able to watch. His work also has shown television viewers simulations of things that are too far away to be seen. For example, while working as a computer expert at Caltech's Jet Propulsion Laboratory, he created a series of extremely sophisticated simulations of what the Voyager space probes saw as they passed by the planets of the solar system.

More recently, he produced the comput er animations used in a series of television programs that make up a college-level in-

"I was wandering through

the course catalogue and I

saw a course on computer

programming, and I thought,

Hmm, I wonder what this is.

So I signed up for it."

to high-school students. MacArthur 'Genius Grant'

His computer animation has won numerous awards, and it brought him a MacArthur "genius grant" last year. Mr. Blinn still seems a little bewildered about all the

troductory physics course, "The Mechani-

cal Universe . . . and Beyond." Today he

spends his time animating concepts used in

"Project MATHEMATICS!," a series of vid-

eotapes designed to teach basic concepts

"I never thought I could actually make a living doing this," he says, explaining that, with a friend, he had made primitive animated cartoons in high school using paper cut-outs and an old home-movie camera, exposing one frame at a time.

When he entered college in 1972, interested in both physics and astronomy, "I had never heard of computers," he says.

A heavy dose of French in high school enabled him to complete the stiff language requirement at the University of Michigan, where he did his undergraduate work, in only one semester. If he had had to take three years of French in college, he muses, his life might be very different today. "There was this big hole in my schedule where everybody clse was doing language requirements," he says. "I was wandering through the course catalogue and I saw a Continued on Page A19



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The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

COMPUTER PROGRAMS

Anatomy, "The Human Body: Structure and Function." for Apple Macintosh. Requires "HyperCard." Lets students explore human anatomical systems and functions; includes diagrams of basic anatomy linked to labels and glossary cards; \$39; quantity discounts available. Contact: Intellimation, Department GAPG, Box 1530, Santa Barba ra, Cal. 931 16-1530; (800) 346-8355 or

Art. "Flip Book," for Apple Macintosh. Requires "HyperCard." Introduces students to cel animation, in which they draw a background on one "page" followed by slightly altered images on a series of pages : the comp "flips" from page to page, creating the illusion of movement; includes sample animations and digitized sound; \$36; quantity discounts available. Contact: Intellimation, Department GAPG, Box 1530, Santa Barbara, Cal. 93 | 16-1530; (800) 346-8355 or (805) 685-2100.

Blology. "HyperFly Series," for Apple Macintosh. Requires "HyperCard." Two interactive Inboratory simulations introduce students to genetics: "Hy-perFly" gives students 45 strains of fruit fly to cross; "HyperFly Advanced" illustrates production of offspring from crossing Drosophila using any of 45 mutant strains; \$69 for both; quantity discounts available. Contact: Intellimation Department GAPG, Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

Oceanography. "PC-SEAPAK, Version 4.0," for IBM PC and compatibles. Interactive satellite data-analysis package lets researchers process and interpret data from the Nimbus-7 Coustal Zone Color Scanner and the NOAA advanced very-high-resolution radiometer; in-cludes 114 programs; \$450 for software; \$50 for documentation. Contact: Cosmic, University of Georgia, 382 East Broad Street, Athens, Ga. 30602; (404)

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OPTICAL DIBKS

Water, and Sanitation: Impacts on Health, Agriculture, and Environto 1989 by [| internationaland more; subjects range from agricul-ture and health practices to education and training of health workers; includes case studies of community-based devel-opment projects; \$320. Contact: Nation-al Information Services Corporation, 3100 St. Paul Street, Baltimore 21218; (301) 243-0797. (301) 243-0797.

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Using Computers to Animate Math and Physics

animations of things based on

physics principles. So this was all

the interests that I had-physics,

Mr. Blinn first began his career in

have to immerse yourself

organization to obtain the

basic tools necessary to

1978, shortly after graduating from

the University of Utah with a doc-

torate in computer science, little

software sitting on the shelf could

be used to construct sophisticated

cartoons on the computer. "Basi-

cally I had to do everything from

scratch," he says. "We had to

build everything—software, hard-

In those days, Mr. Blinn needed

to work at a place like the Jet Pro-

pulsion Laboratory, which he

joined after graduate school, be-

cause the computers required to do

the work were big, cantankerous,

and very expensive. A legion of

people was required just to keep

the big mainframes running. Today

he uses a standard desktop com-

puter based on the design devel-

oped by International Business

Machines Corporation. "These

days you don't have to immerse

yourself in a large bureaucratic or-

ganization to obtain the basic tools

necessary to do your work," he

says. "The computer I'm working

on today is so cheap that if it broke,

we'd probably just throw it away

Mr. Blinn still uses fundamental-

ly the same computer programs he

developed nearly two decades ago

when he first began creating anima-

tion on computers. They are writ-

ten in FORTRAN, a relatively old

and complicated computer lan-

Mr. Blinn says he is doing some

into another, more modern, lan-

guage because of the improved ca-

pabilities of today's computer lan-

guages. He is clearly ambivalent,

however. "At this point I'm so flu-

ent in FORTRAN that I can put it up

on the screen and see if there's any

bugs in it just by looking at it." he

says. "It's taken 20 years to devel-

op this skill, and you don't throw

that skill away casually. I'm not in-

terested in leaving FORTRAN unless

there's an incredibly good reason,

Mr. Blinn does not physically

"draw" his computer animations.

not just a good reason."

and buy a new one."

ware-from the ground up."

Big and Cantankerous

do your work."

in a large bureaucratic

"These days you don't

math and animation—together."

Information Technology

Continued From Page A17

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Rather, using commands typed on Most science animation involves the computer's keyboard, he as- two types of people, he says, the sembles various shapes on the expert and the animator. The exscreen. He might tell the machine pert tries to explain what is needed, to produce an oval, which then ap- with no clear grasp of the possibilipears on the screen. He can then ties of animation, while the animarotate the oval in any dimension, course on computer programming, screen, attach other shapes to it. and I thought, Hmm, I wonder and fill in the object with colors. To animate the object, the computer mise," Mr. Blinn says. what this is. So I signed up for creates a series of "frames," like "Eventually I realized that you stills from a movie, each slightly could use the computer to make

smoothly. While computer-animation pro-Mr. Blinn has no explicit training forts. Where else would a person grams are common today, when in art, he says, "but both my par- on a skateboard zip past Albert ents are art teachers, so I guess I had a feel for it."

on the screen appear to move

He thinks his animations have captured people's imaginations because they are both amusing and scientifically accurate. "Animation is good for showing three-dimensional-type things that are difficult to draw, and also for showing moving things."

In the past, his work has delivered to viewers three-dimensional representations of electrical fields, a simulation of what happens to particles in a linear accelerator, and strings of mathematical equations dancing a samba.

Programs like "The Mechanical Universe" series, he says, were itive way, showing them how things work without getting bogged says. "You drive a car, you ride a bicycle, you know about force and motion very intuitively. But if you're talking about how atoms

Rigorously Accurate Other members of the teams that helped develop the various projects for which he has produced animated illustrations worked on the scripts for the programs and gave plain the concepts to me," he says. machine.

The University of Maryland at The computer then alerts the

1BM desktop computer, flags calls 'We've noticed you may be having

Rood, by noticing several incomplete calls in quick succession from a single line, or repeated transmission of incorrect security codes.

place it anywhere on the computer ing of the scientific principles that are supposed to be illustrated. "There's always this compro-His animations are rigorously accurate from a scientific perspecdifferent from the last. When the tive, although they have all the computer displays the frames rap- charm of a Bugs Bunny feature. Inidly in a specific order, the objects deed, it is Mr. Blinn's sense of humor that differentiates his work from other, drier, educational ef-

tor has at best a fuzzy understand-

Einstein? The quirky, fast-paced "The computer I'm

so cheap that If it broke, we'd probably

working on today is

Just throw it away

and buy a new one."

gags are integral to maintaining viewers' attention, he says. 'These things aren't funny by acci-

For relaxation, Mr. Blinn plays able to speak to students in an intu- the trombone, an instrument he took up in the seventh grade. "I play in the Caltech wind ensemdown in mathematics. "You're ble," he says. "But I don't practice pretty used to physics in a lot of enough, so I'm not incredibly basic motion in everyday life," he good. But I'm able to stumble along and not make too big a fool of myself. Sometimes I think I do it to teach myself humility."

Playing an instrument with a bounce around or how planets group is different from everything move in their orbits, you can't ever else he does, Mr. Blinn says. "It's see those things. Animation is able an entirely different thought procto make images that you can study ess. The animation stuff is improand just let percolate into your vised. I play it back, and revise it. When you're playing with a group, when the beat comes, you have to play it then instead of thinking, well, maybe it would be better

"It's interesting to surrender control to the director," says the man who is famous for creating his them to him with requests for ani- own tiny universes. "Sometimes mation. "They didn't have to exit's nice to just be a small cog in a

Computer Uncovers Illegal Use of Telephones

College Park has developed a com- university's voice-response sysputer system to stop fraudulent use tem, which dials the number being of telephone charge cards before calls are completed.

that appear to be attempts by com- some difficulties with your telezation codes, says Jonathan R. Rood, director of the communications department.

Codes Dialed at Random

Hackers can program their computers to dial codes at random until call," he says. the telephone system accepts one as yalid. When it finds a valid code, the computer signals the hacker. "This system catches such an at-

tempt very quickly," says Mr.

used for the suspicious activity. "You pick up the phone, and a The system, which runs on an voice says, in a very pleasant way, desk," " Mr. Rood says.

The voice response has been quite effective since it was activated in May, he says. "We've never had a repeat performance from a number that received that phone Mr. Rood won't say how much

fraudulent telephone calls have cost his university in the past, but he says that colleges and universities typically lose from \$50,000 to \$100,000 a year due to illegal telephone use. "If you have telephones, you have fraud," he says. -DAVID L. WILSON

The Learning Society: A Human Story

By Bernard R. Gifford, Ph.D. Apple Computer, Inc.

Anyone who has ever been a single parent-as I was for a time in the mid-1980s-will

recognize elements of this scenario: I had gotten five-year-old Nelson fed and dressed (with the minor exception of a missing right shoe), and I was getting ready to fly to Washington, D.C., for a meeting of an advisory committee formed by Secretary of Education William Bennett, when the babysitter called to say that she was ill.

A taxi was supposed to arrive in ten minutes to take me to the airport, so I figured I'd have to cancel. But I couldn't quite get myself to make the call. I had a viewpoint that Secretary Bennett probably didn't hear every day, and I was eager to express it. And after all, I told myself, it wouldn't hurt the committee to see a child. So an hour later Nelson and I raced onto the plane, on our way to the U.S. Department of Education.

Nelson was better behaved than I was that day. He are lunch with a minimum of spits and spills as the boring grown-ups around him droned on about educational policy. Bill Bennett marveled at his refinement. Diane Ravitch, who had known Nelson from infancy, joked that he'd obviously learned his manners from the babysitter.

Then, mercifully, one of Secretary Bennett's assistants took a long lunch break and invited Nelson on a trip to the Smithsonian. I picked him up there an hour later, and we explored the museum for the rest of the day. We enjoyed it so much that we stayed in Washington an extra day so we could go back to the museum.

That was the last time I'd spent much time at the Smithsonian. When I heard that the museum had mounted an extensive information Age exhibit, five years in the making, I was happy to return.

"This is not a show about computers," said David Allison, the show's chief curator, as he walked me around the labyrinthian exhibit, "although we do have \$10 million worth of computer equipment running it."

I asked him how the show had evolved. "We began with a great collection of artifacts," David explained. "We had Morse's original telegraph. That's our starting point—the moment when information becomes electronic." He pointed to a showcase that housed an oddly elongated wooden contraption. "Morse was an artist," David explained, responding to my obvious surprise. "He made the first telegraph from a canvas stretcher.

David told me that the Smithsonian owned, or could borrow, a fascinating collection of information-processing anifacts—from the actual "red tape" used for decades to bind official documents, to the automated robotic equipment used today to assemble cars.

"We have ENIGMA," he continued, "the cipher machine used by the Germans to encode messages during World War II, and the complex processing machine the Allies used to break the code. We have the first integrated circuit designed by Jack Kilby in 1958. And we have one of the first Apple computers, which was built in a homemade wooden box in 1976. It's one of the exhibit's most valuable artifacts, by the way."

"Sounds like a show about computers," I remarked. "That's how it began," David said. "But we quickly realized that visitors wouldn't be moved by boxes of circuitry. They'd want to know about the interplay between people and technology. So everywhere you look in this exhibit, you see people. It's a human story."

The exhibit uses technology to humanize the story, inviting visitors to enter information about themselves into its computer network. A display about the 1890 U.S. census, for example, documents the cra when our society began keeping systematic data about itself, using punch-card machines. I watched a young woman scan the bar code on the back of her exhibit guide, and then answer some simple questions about herself on the computer. She got back this profile of what her life might have been like a century ago: "You're not married yet, and you've been lucky enough to get a good clerical job. (Only about 4 percent of women have clerical jobs.) You work 50 hours a week to earn about \$5-ahout 60 percent of what men earn."

Next we stopped at an exhibit about the Social Security Administration, where in 1935, 5,000 people were put to work establishing records for 26 million Americans, "This exhibit shows one of our oldest data processors—an office," David commented. "It's a system of people and machines following procedures to process information."

Another bend in the exhibit brought us to the FBI's first fingerprint computer. It "read" my fingerprint by digitizing it and recording it electronically. Here the computer-human interface became literal, as body characteristics became electronic. The display raises important issues about technology and privacy.

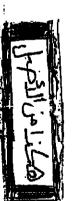
At the exhibit's end, we stopped to retrieve a personalized computer printout that summarized the information I'd entered at various displays. As it printed, I wondered aloud what an Information Age exhibit would look like in the year 2020.

"I've wondered that, too," said David. "It might include a model of this show. After all, this exhibit is itself an artifact, reflecting today's assumptions about the evolving relationship between people and machines."

1,71

That future exhibit is the one my son Nelson will take his chikl to. I hope they'll invite me to join them.





The revolving door at the Education Department is moving

once again.

Gerald R. Riso, the Deputy Assistant Secretary for student financial assistance, said last week that he would resign at the end of the month to go to the Department of Housing and Urban Development.

Mr. Riso said in an interview that he did not know what his duties or title at HUD would be.

Mr. Riso has served as the government's top student-aid official since Carolynn Reid-Wallace, Assistant Secretary for postsecondary education, appointed him in February. His predecessor, Michael J. Farrell, resigned in December after an eight-

Ms. Reid-Wallace, in a prepared statement, praised Mr. Riso for "a fantastic job," and said the department already was talking with candidates for his position. "I'm confident that we'll be able to find someone equally capable to head the student-aid programs," she said.

Higher-education groups are opposed to bills in Congress that would require the federal government to balance its budget, but disagree on how to say that.

Sen. Paul Simon, Democrat of Illinois, and Rep. Charles W. Stenholm, Democrat of Texas. have sponsored bills that would amend the Constitution to require lawmakers to eliminate the deficit by fiscal 1998. The deficit for fiscal 1992 is approaching \$400-billion

The bills must be approved by two-thirds of the House of Representatives, two-thirds of the Senate, and 38 of the states to become part of the Constitution.

Four college associations have issued a three-paragraph statement supporting tax increases and spending cuts to reduce the deficit. but opposing the massive cuts that could occur if the amendment were ratified. The four are the American Association of Community and Junior Colleges, the American Association of State Colleges and Universities, the National Association of Independent Colleges and Universities, and the National Association of State Universities and Land-Grant Colleges.

Conspicuously absent from the group was the American Council on Education, the umbrella group that represents all of higher education. Charles B. Saunders, Jr., senior vice-president of the council, said the ACE opposed the legislation but had had some problems with the wording of the statement.

He said the council concerned that a sentence calling on Congress and the President to develop a plan to cut the deficit could be interpreted as endorsing a "budget summit."

The last such summit, in 1990, resulted in a pact that has thwarted efforts to increase student aid and other college programs.

Mr. Stenholm's bill got 280 votes in the House last week, 10 fewer than the two-thirds needed.

Government & Politics



Big Gifts and 'Can Do' Attitude Mark Perot's Education Record

Millions for colleges and a push for school reform, but some question his priorities

By SCOTT JASCHIK Would Ross Perot be a good President

for American colleges? Mr. Perot's platform is less concrete than those of President Bush and Arkansas Gov. Bill Clinton. But Texans who have watched Mr. Perot and his involvement with education say much can be gleaned from what the billionaire businessman has done without holding public office:

 He has donated millions of dollars to universities to support "world class" re-

He led a state panel to reform Texas public schools and used his position to call for tougher standards, a de-emphasis of sports, and more parental involvement.

■ He has campaigned against budget cuts in Texas for public schools or col-

To many educators, his record indicates someone with an intuitive sense of the importance of good schools and colleges and the guts to point out their failings.

Others, however, say that Mr. Perot oversimplifies educational problems, that he does not have enough empathy for students who come from impoverished backgrounds, and that his philanthropic efforts, however commendable, do not give him the knowledge one needs to set education

Mr. Perot is not yet answering specific questions about how he would handle particular issues on higher education and many other issues. His recent comments about education have generally emphasized his "can do" attitude.

For example, in March he told the National Press Club: "Let's stop having twoday summits with governors that don't amount to anything, and let's get down to blocking and tackling and fixing it now, because you don't have the benefits for 15 to 20 years."

Few Interviews on Higher Education

He also said: "We spend over \$400-billion on education, including colleges, yet we rank at the bottom of the industrialized world in terms of academic achievement."

Mr. Perot has, on a few occasions, given interviews about higher education. In 1985, he told the Beaumont Enterprise, a Texas newspaper, the following about public colleges in Texas: "Taxpayers are not getting their money's worth in higher education. We need schools that are really world-class colleges, not just places you send a guy to join a fraternity or your daughter to join a sorority and have four years of social life."

He added: "We don't need any playground for young adults at the expense of hard-working taxpayers. If it's worth having the taxpayers put money into it, then it's worth having our children come out to compete and win as adults because of the education they've got.".

Mr. Perot's most famous foray into Texas politics was his 1984 push for a law re-

quiring high-school athletes to have passing grades if they wanted to play sports. He has carried that same philosophy over into higher education, saying that the 1987 athletic scandals at Southern Methodist University made Texas "a national joke."

In 1988, shortly after A. Kenneth Pye became president of SMU, with a charge of

"I don't care where you come from, what color

you are or what race or religion you are, what sex

you are. I'm Interested

in what you can do."

cleaning up the athletics program and improving the institution's academic reputation, Mr. Perot gave the university an unrestricted \$1-million gift as a "vote of con-

Gifts to Texas Campuses

That gift pales beside a series of contributions that Mr. Perot made to campuses of the University of Texas in 1987 and 1988. The gifts included rare books purchased for \$15-million for the University of Texas at Austin; \$15-million for medicalresearch facilities at the University of Texas Health Science Center at San Antonio; and \$20-million to the University of Texas Southwestern Medical Center at Dallas to support research and education programs and to recruit new faculty members.

University officials say that Mr. Perot's main demand of them was that the pro-



Kern Wildenthal, president of the U. of Texas Southwestern Medical Center: "He is very committed to the сопсерt of basic research."

grams he support be "world class." In at least one case, that nearly derailed the gift.

One part of the donation to the Southwestern Medical Center was for an M.D. Ph.D. program. Mr. Perot wanted the state to allow students from outside the state to be charged the low tuition rates paid by Texas students. That was necessary, he ! said, to attract the best students in the country, not just the best in Texas.

Described as a Model Philanthropist

When then-Gov. William P. Clements, a Republican, vetoed a bill to grant the waiver, the gift was nearly scuttled. Mr. Clements said the veto was an oversight and when the bill was passed a second time, he signed it, clearing the way for the gift.

Once Mr. Perot makes a gift, university officials say, he is a model philanthropistin that he makes sure the programs he supports are working well, but does not meddle. John P. Howe, III, president of the San Antonio campus, says: "First and foremost, he is interested in promoting the best of science.

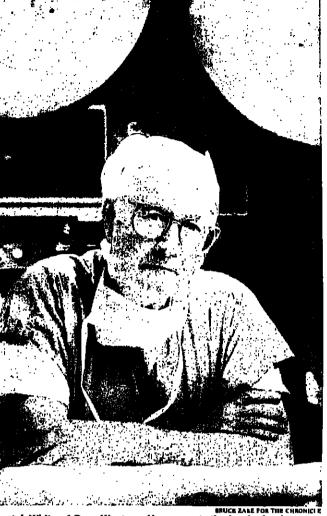
Dr. Howe says that when Mr. Perot visits the campus, it is clear he has done advance reading on science issues because the discussions he has with researches "go far beyond pleasantries."

Kern Wildenthal, president of the Southwestern Medical Center, says Mr. Perot has helped the university recruit faculty members by taking candidates to disner. Dr. Wildenthal says that Mr. Perol, unlike many supporters of biomedical research, is not "disease oriented" in seeking to support only research related to a ; particular medical problem.

"We have talked a lot about the impor-Continued on Page A24



Wilhelmins R. Deico, chairwoman of Higher Education Committee in the Texas House of Representatives: It is easier to be a philanthropist than a government official



anuca באנב דסג ידוופ כווגסאונו פ Robert J. White of Case Western: He supports the bank plan but says



As NIH Acts on Bush's Order to Set Up Fetal-Tissue Banks, Even Some Researchers Backing His Plan Question Its Value

seek abortions.

By STEPHEN BURD

WASHINGTON The National Institutes of Health moved last week to set up federal banks for fetal tissue from ectopic pregnancies and miscarriages. But researchers, including some who support the idea, say that many questions remain about whether the tissue gathered will be of any use to science.

Acting on an order from President Bush, the NIH last week announced a new \$3million grant program for research institutions to run the tissue banks. The NIH will hand out six grants to as many as 24 institutions. Each grant will go to a group of up to four institutions working together to collect the tissue.

Collecting and Testing

A spokeswoman for the National Institute of Child Health and Human Development said that scientists at the institutions would develop a method for collecting the tissue and conduct tests to make sure it is free of chromosomal defects and viral and methods of preserving the tissue and establish a distribution system for supplying the tissue to scientists.

Awards will be announced soon after the institute's advisory council sifts through the applications in mid-September. The NIH will assess the usefulness of the bank a year after the program begins and report to Congress.

The White House announced its plan while Congress was considering a bill that would overturn the Administration's ban

on federal support of research involving the transplantation of fetal tissue from in-

duced abortions. Proponents of the bill, including many iomedical researchers, say that transplantation of tissue from abortions could be important in developing treatments for a variety of afflictions, including Alzheimer's disease, juvenile diabetes, and Parkinson's disease. But President Bush has vowed to veto the bill, arguing that the research would encourage more women to

While lawmakers passed the legislation

to overturn the President's ban, they prob-

ably will not be able to override a Presiden-

tial veto, so scientists are scrutinizing clos-

The President said that plan would allow

Researchers at universities that have al-

ready set up their own fetal-tissue banks

ed, permissible research with federal funds

have argued strongly in support of lifting

the ban and have opposed the idea of a

bank limited to tissue from ectopic preg-

nancies and miscarriages. They say this

tissue is extremely difficult to procure, is

often genetically abnormal or is suscepti-

ble to viral or bacterial infections and ulti-

mately may not be useful for transplanta-

Thomas H. Shepard, a professor of pedi-

atrics at the University of Washington and

the research to go on without encouraging

er the Administration fetal-tissue plan.

women to have abortions.

Override Considered Unlikely

tion research was next to impossible. "In the last two years, I have found only the tail-end of one embryo," said Dr. Shepard. "And I consider myself a worldclass embryo finder. Someone just learning to look is going to have a lot of trouble finding anything."

former director of a fetal-tissue bank there,

said finding viable tissue from miscarriages

and ectopic pregnancies for transplanta-

He also added that the mechanics of col-Continued on Following Page

California Colleges **Brace for Big Cuts** in State Financing

Extensive damage to education is predicted; layoffs begin

By SALMA ABDELNOUR

With California's budget in a free full, the state's public colleges are bracing for cuts of from 17 to 33 per cent in their funds for the 1992-93 academic year.

College officials warn that the cuts will seriously hurt the education received by the 1.5 million people—11 per cent of all American college students—who attend California public colleges.

Even with the final outcome of the budget uncertain, program cuts and faculty layoffs have started. Last week the 20-campus California State University System sent layoff notices to 1,345 faculty members, of whom 340 are tenured or on the tenure track. Some of the university's 850 management and support staff members who will be laid off received notices as

Worst Condition Since 1930's

The problems were brought on by the recession, which has left the state in the worst economic condition it has faced since the 1930's. The most recent figures place its deficit at \$11-billion.

In January, Gov. Pete Wilson proposed an 8-per-cent cut for higher education. But as the budget picture has deteriorated, that proposal seems small compared with the reductions now expected.

College officials are encouraging the state to re-examine its budget priorities and to cut other state programs so that cuts to education could be minimized. But that is difficult to do because most state programs have mandatory financing formulas and so cannot be cut.

The California State University System is expected to face the most serious problems under the new budget. The system receives 95 per cent of its funds from the

In the past academic year, the system

In Bow to Congress, Alexander Delays Issuing Final Guidelines on Minority Scholarships

WASHINGTON

Education Secretary Lamar Alexander agreed last week to delay issuing final guidelines on minority scholarships until the General Accounting Office has studied

Secretary Alexander acted on the rethat, in most cases, his guidelines would bar colleges from offering scholarships that are restricted to students from certain racial or ethnic groups.

Mr. Alexander issued draft guidelines in December that would have done just that. At the time, he said final guidelines would be issued sometime after a public-comment period ended in March, The members of Congress who asked for a delay said the Education Department did not understand the extent and importance of minority

scholarships. They praised last week's anpouncement.

Conservative groups, which have urged the department to take a hard line on minority scholarships, criticized the delay. They said that minority scholarships violate federal anti-bias laws and that Mr. Alexander must take steps to stop them

The controversy over minority scholarships has been raging since December 1990, when Michael L. Williams, Assistant Secretary of Education for civil rights, said they were generally illegal. When Mr. Alexander became Education Secretary in 1991, he promised to conduct a thorough review of the legal questions and then to issue new guidelines for colleges to evaluate the legality of their programs.

The control of the second state processing the control of the cont

Sen, Paul Simon, an Illinois Democrat

Continued on Page A26

Education Secretary Lamar Alexunder has urged Congress to pay for a \$1.4-billion shortage in the Pell Grant program by tightening the eligibility rules and eliminating grants for at least 374,000 students.

It appeared last week that Congress would reject several of Mr. Alexander's ideas.

Government officials disclosed the Pell Grant shortage last month. They said they expected 4 million students to receive Pell Grants in the 1991-92 academic year and 4.25 million in 1992-93. Their previous estimutes had been 3.7 million and 3.8 million for the two years, respectively.

The news came as Congress began work on spending bills for fiscal 1993. Lawmakers had hoped to increase Pell Grants above the present level of \$2,400, for the 1993-94 academic year, but the shortage has dimmed those hopes and left policy makers scrambling

Letter to Lawmakers

In a letter to lawmakers, Secretary Alexander called on Congress for aid. Mr. Alexander said the savearnings, which is stricter than the "You can't do both," Ms. Dong several cost-cutting measures that President Bush announced in January in his budget request for fiscal 1993. He asked Congress to:

Tighten the definition of "independent" students so that fewer people can get large grants by claiming to be financially independent of their parents.

Require colleges to make prorated refunds to the government for unused portions of Pell Grants when students drop out.

■ Allow the Education Department to require colleges to verify the accuracy of more than 30 per cent of their aid applications.

Drop the maximum allowable default rate in the student-loan programs from 35 per cent to 25 per cent and cut off Pell Grants, as well as loans, from the institutions that exceed the rate for three consecu-

In January the Administration asked Congress to pay for an expected shortage of \$332-million in the Pell Grant program and requested that lawmakers also increase the largest grants to \$3,700 in 1993-94 from the current maximum of \$2,400. The White House said its plan would cost \$1.2-billion more than the \$5.5-billion appropriated in 1992, and should be financed by adding some new money, tightening eligibility rules, and reducing or eliminating other student-aid programs.

Changes in 'Needs Analysis'

Noting the recent discovery of the larger shortage, Secretary Alexander recommended in his letter struggling to pay for college, she tions will be difficult to obtain and topic pregnancies may not be usedemic year. He suggested that lawmakers use \$805-million in savings from the four eligibility changes to pay for the shortage.

The remaining \$406-million of the deficit, the Secretary said, should be paid off in fiscal 1994



David Mertes: "These are innocent students who haven't done anything wrong."

the 1994-95 academic year.

houses have rejected at least two of

the ideas during consideration of

tors that got under way last week.

below projected totals.

Conferees to Decide

leave enough money to raise the come, gifts, and student aid. maximum Pell Grant to \$3,300 for

Ms. Dong noted that President Bush had proposed last month to The House and Senate appropriuse the savings from a change in adopt all the measures, since both

Selena Dong: "It's just ridiculous. All of this is Just games."

ings could be achieved and still current requirement of \$4,000 in in-

David Mertes, chancellor of the California Community Colleges, faulted the Administration for proations subcommittees responsible the independent-student definition tutions whose former students for financing the Education De- to provide loans to students who have defaulted on student loans. partment were reviewing the letter attend college less than half-time. The measure could end grants to

42,000 students who attend the 41 California community colleges that have default rates above 25 per cent, he said. Those campuses Recount for 5,000 student loans each

These are innocent students who have not done anything wrong," Mr. Mertes said. "The Pell Cirant is the vehicle that's go. ing to move people from lower socioeconomic backgrounds to high er education," he added.

Unpopular on the Campuse

College officials said they also opposed the proposals for prorated refunds. They said that requiring the refunds-even when students drop out too late in the semester to he replaced—would be unfair to

The suggestion that the Education Department could save \$187. million by requiring aid officers to review more than 30 per cent of aid applications was also unpopular among campus administrators. They said it would create work for them without guaranteeing any

Brian K. Fitzgerald, staff director of Congress's Advisory Committee on Student Financial Assistance, said the only way to save so much money would be to have aid administrators thoroughly investigate 100 per cent of the applicants. Many of the searches would not be fruitful, he said, because some of the most important pieces of data—like the number of an applicant's siblings enrolled in college are often impossible to verify.

Amid Skepticism, NIH Begins Bush's Fetal-Tissue Program bills to reauthorize the Higher Edu- Continued From Preceding Page

lecting the tissue from those sources were much more difficult than collecting tissue from abor-The two that have enjoyed some tion clinics. "You've got to get cosupport are the prorated refunds operation from everyone up and and the cutoff of grants to institu- down the line—the obstetrician, tions that are ineligible for loans. the mother, the nurse in the emer-Both were included in the House gency room, and the doctor's ofreauthorization bill, but not in the fice, and then all of the various Senate legislation. A final decision people who work in these places on them will be made in a confer- have to call you in at the right ence of Representatives and Sena-time," he said

Difficult to Obtain

Mr. Alexander's letter did not say how many students would lose Scientists at Yale University's grants under his proposals, but an tissue bank considered trying to Education Department official said collect tissue that did not come 4 million would receive grants in from abortions, but after some 1993-94—a reduction of 374,000 study ruled it out as unfeasible. Said D. Eugene Redmond, Jr., di-Student leaders reacted angrily rector of the Yale Neural Transto the strategy of ejecting some students from the grant program to has little value and realizing how pay for others. "It's just ridicu- much it would cost to have a fivelous," said Selena Dong, legislaman team on call 24 hours a day to tive director of the United States collect the limited samples, we de-Student Association. "All of this is cided it just didn't make any sense for us to pursue it."

Making it harder for students to Even some researcher

"It may be a lot easier logisticalthan 24, to qualify automatically as Shewmon, an associate clinical said, ith changes in the "needs analyindependent. It says that those system that the government who don't meet the requirement that the government that the government that the government who don't meet the requirement that the government that the government

approach is a lot better than people scavenging around the back hallways of abortion centers." Dr. Redmond of Yale said tissue

from those sources might not be useful at all to patients of Alzbeimer's and Parkinson's disease. He noted that researchers needed living brain cells from fetal tissue for transplantation. In miscarriages, he said fetuses generally die while still in their mothers' uteruses, and tissue from those fetuses from induced abortions. would be unusable because it would have been dead for a long period of time.

As for other miscarriages, the fetus would technically be alive, so researchers would have to kill it to obtain viable tissue, he said, posing more serious ethical questions than using tissue from induced abor-

'It's Been Overblown'

A proponent of the Bush fetalprofessor of neurosurgery at Case NIH grants to set up the bank. Dr. Western University Medical Cen- She qualify for aid as "independent" port the Bush plan acknowledge correct in saying that the neural ter, said Dr. Redmond might be probably apply for the grant bewould penalize many who are that tissue that is not from abortissue from miscarriages and ecsaid. The Administration, though, may not be useful. But they say ful. But Dr. White added that there debating whether to apply. Said has argued that the current definition is too loose and has allowed that ethical and moral concerns had been little evidence to prove Dr. Redmond: "Some feel it is 50 tion is too loose and has allowed about using tissue from fetuses that transplanting fetal tissue into ridiculous, it would be a waste of many middle-income students supfrom induced abortions far outthe brains of Parkinson's patients
time to participate. But others are would provide treatments and The proposal says that unmar- ly to get viable cells from an in- blown as it relates to treatment the tissue." cures. "I think it's been over- places to evaluate the feasibility of ried students must be 26, rather duced abortion," said D. Alan of neurological conditions," he

to determine who is eligible must have at least \$6,000 a year in Angeles Medical Center. "But this is the possibility of creating self-with private funds."

replicating fetal-cell lines, which are frequently used for testing drugs, vaccines, and therapies.

Others supporting the fetal-tissue bank, like Maria Michejda, ossociate research professor at the Internal Center for Interdisciplinary Studies of Immunology at Georgetown University Medical Center, however, do think that the tissue from those sources hold the same "great promise" as tissue

Opponents May Seek Grants

She said that tissue from those sources might be safer to rely on than tissue from abortions, "With current technology of birth control improving, the number of abortions may decrease a lot in the future. What will be available may only be a fraction of what we have now," said Dr. Micheida.

Opponents of the fetal-tissue bank say that despite their oppositissue bank, Robert J. White, a tion, they may still apply for the cause researchers there have the

gue that we are among the best

system that the government who don't meet the requirement the University of California at Los opment from the banks being set up abortions that had been paid for

THE CHRONICLE OF HIGHER EDUCATION

Section 2

June 17, 1992



Opinion: The road to graduate school **B2**



End Paper: Woe-stricken pictures **B44**

> Mélange **B2**

Letters to the Editor **B4-5**

Bulletin Board **B6-43**

A 'Factory' for Scholarly **Journals**

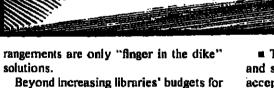
Ioint venture could cut costs and lead into the electronic era

By Richard M. Dougherty

A 1989 Point of View article in The Chronicle, I urged universities to become more active as publishers of the research produced by their faculty members. By doing this, I suggested, they could regain control of university-produced research, hold in trust the copyrights on research published by scholars, make topquality studies available through university networks, and insure that information was available at affordable prices. Since that article appeared, more individuals and groups have begun discussing such options, but few, if any, are doing anything

That is probably because we are not sure what to do next. The high visibility of comnuters and electronic networks leads many to hope that the era of electronic publications is just over the horizon. But, in truth, we will probably have to struggle with the existing publishing system for another decade or more.

And the cost pressures in that system are not abating. A small but influential group of commercial publishers continues to hike subscription prices substantially for their journals every year. And in fiscal 1991-92, the subscription rates charged by some scholarly societies and associations reflect big-time price increases (e.g., the American Chemical Society increased the price of its periodicals an average of 19.6 per cent, the American Medical Associa-



solutions.

Beyond increasing libraries' budgets for periodicals, academic administrators have done little to change the existing publishing system. Those who are taking no action because they fervently hope that a technological fix is near at hand should consider

"What we need now is a short-term strategy, a bridge between the libraries of today and the electronic campus-information systems of the future."

tion raised its prices 36.5 per cent, and the price of the Institute of Electrical and Electronics Engineers' Conference Proceedings rose 33 per cent).

Although some journals published by academic societies are still bargains when compared with their commercial counterparts, the bottom line is that the increase in cost of most scientific and technical journals far exceeds the rate of inflation. Library budgets increasingly are unable to keep pace; they are being squeezed hard. Cutting subscriptions, robbing the monograph budget to pay for periodicals, and intensifying inter-library cooperative arthe many obstacles that exist to such a solution. The obstacles include:

■ Scholars' lack of easy access to electronic information. Some, but by no means all, scholars have convenient access to information in electronic formats.

■ The absence of the necessary production and distribution standards. Currently publishers use a variety of formatting standards to create electronic versions of documents. Those formats are not always easy to distribute via existing networks.

OPINION

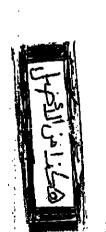
■ The general reluctance of researchers and scholars to accept electronic data as acceptable substitutes for the printed rec-

■ The lack of workable licensing arrangements to cover distribution and access to electronic products. Publishers have not agreed on formulas for calculating royalties and methods for collecting them when publications are called up on electronic networks.

■ The need to resolve concerns about protection of intellectual property, privacy of communication, and safeguards to insure the integrity of data. Reported breaches of the privacy of electronic communication are becoming routine. Researchers also are worried that data in electronic formats could be altered without the authors or readers knowing that tampering had occurred. While it is true that encryption might ameliorate that concern, such safeguards are not yet widely available.

Perhaps most important, we need to decide who is going to pay for setting up electronic-publishing systems. (Electronic publishing is still most notable for being a splendid way for a publisher to spend a lot of money quickly.)

Since we are years away from an era in Continued on Page B3



Escaping From Cold-War Detroit: the Origins of an Academic Life

By Joel J. Gold FEW MONTHS AGO, as I turned south on the four-lane highway that runs between Indianapolis and Bloomington, Ind., I recalled the first time I made this trip-midsummer 1958. Escaping from Detroit in those cold-war days, I was relieved to be trading the prime-target Motor City for the backwaters of Monroe County and my first year of graduate school.

Once in Bloomington, I had quickly become immersed in the English program at Indiana University, stumbling through courses on bibliography and research methods, reading all of Boswell's journals, and editing a sonnet for a Milton seminar. ("Not bad, Mr. Gold. Outside of half-adozen textual errors in 14 lines, this is a pretty good job.")

I was soon too absorbed in my studies to worry about The Bomb. Besides, who would drop hombs on Monroe County? By the time I spotted on my state map a large area labeled "Crane Naval Ammunition Depot" within striking distance-literally-of downtown Bloomington, I had achieved a cool Augustan balance with just a dollop of Dr. Pangloss: This was the best of all possible worlds.

At the time I began my graduate studies, I had no clear idea what my life would be like. As an undergraduate at the University of Missouri, I had conned the dean into accepting an enterprising program—a soci-

ology major with a concentration in creative writing-as legitimate. The pseudologic I had sprinkled on that nodding administrator allowed me to enroll in all the neat sociology courses like Criminology, Race Relations, and Social Disorganization, while avoiding the killers like Statistics and Methods.

By the same token, I managed to take twice as many English courses as sociology courses but to escape the Cavalier Poets

only just avoided auditioning for a job that would have required me to dress as an overalled bumpkin and, a stalk of hay between my teeth, read the Sunday funny papers on a Jefferson City television sta-

Instead, I wound up writing copy for a Detroit advertising agency. Two years of squeezing words into small spaces were followed by one as a detail man for a pharmaceutical company, calling on physicians



and Eighteenth Century Prose and Poetry. Instead, I sat at the feet of John Neihardt, poet laureate of Nebraska, as he read his epic poem about Jedediah Smith and the other Mountain Men. And I wrote a lot of bad short stories for credit-academic, not literary.

After I had completed what could only facetiously be termed my "undergraduate education," I applied for several jobs for which I was spectacularly unqualified. I

in the area around Wayne State University and urging them to prescribe "my" drugs for their patients.

On wintry days I used to shiver in my parked car instead of making my daily sales visits. My fiction writing, never very good at Missouri, grew markedly better as I conjured up imaginary visits to doctors. My company's regional manager, who arrived one day to make the rounds with me, was not sufficiently impressed by my inti-

made knowledge of the best restaurant within a three mile radius of downton Detroit. He would have preferred me to display an intimate knowledge of doctor and drug stores in the area. Clearly, hewa not a sociology major with a creative beal

When I found that I was spending m free time reading the complete works of Thomas Hardy and my business hours slip ping into graduate English courses a Wayne State, I decided to go back to school. A generous sociology professora Missouri was willing to recommend melor a Woodrow Wilson Fellowship even if] went into English. (Or maybe it was "only if." I forget.) Since the national directors the Woodrow Wilson program was in Am Arbor, he invited me to drive over from Detroit for an interview.

On the way, I tried to recall everything I could from my English classes. Unfortunately, five or six lines in lambic pentameter extolling the exploits of the Mountain Men were unlikely to cinch a free academic ride. I arrived in Ann Arbor mildly catatonic. Fflorts by the national chairman and an affable professor of German to put me at case had exactly the opposite effect.

"Who is your favorite author?" the chairman asked. I was pretty sure "John-Neihardt" was not the right answer, although it would at least have allowed for some kind of response from them. Forther life of me, I could not think of any other author, living or dead, American, English, Russian, or feelandic, Eventually, those gentle men guided me to what magazines! read. When I mentioned The Saturday Review, the chairman asked about a recent piece by John Ciardi, "How Does a Poem Mean?" which I had read and could remember, and the road to graduate school smoothed out before me. (Later I decided that they must have made up their mindsin advance: I wouldn't have accepted such a

TN A CROWDED Volkswagen beetle, my wife and I and our year-old daughter A moved to Bloomington, with its surounding limestone quarries and old-fashioned central square where the county courthouse still stands. After the hustle and hassie of Detroit, we settled comforably into the quieter life in Bloomington. We liked the cluttered store near the ok Von Lee Theater where you could buy the Sunday New York Times late Sunday afternoon and gossip with other graduate strdents and professors picking up their newspapers. We made occasional stops at Piggy's Liquor Store, with its large pink pig hanging in front.

The English Department at Indiana of fered a full range of professorial types. from the quiet and retiring to the prima donnas. I think the fact that I didn't have to sell any of them on the virtues of Acromycin or Stresscaps made me comfortable in their classrooms. I rather enjoyed the terribly shy fellow who would never look directly at students. He would stare at the wall, the door, the ceiling, anywhere, to avoid us. I cherished the Augustan scholar who thought for a moment when another graduate student and I, sipping beers with him in a campus hangout, asked what we might call him. "I think," he said, with only a hint of irony, " 'Your Eminence'

has a nice ring to it." A few of the professors bored me. One kindly, harmless soul used to read to us in a

morning did I nick myself shaving when, glancing at the text, I explained to the bloody, soapy face in the mirror how I had learned "to look on nature, not as in the hour of thoughtless youth." I recalled him some years later when the department invited Ph.D.'s "at least five years beyond the doctorate" to nominate the best teach-

> ers they had encountered. I dutifully sent off my list—the shy one, "His Eminence," and a few others who had really pushed me. We were also encouraged, if we wished, to note the worst teachers (to be kept confidential, of course). Such a hit list seemed unfair revenge, and I ignored the request. But I figured that anyone who made you memorize Romantic poetry would figure prominently. When the department named the professors most often cited as the best, I was not surprised to find most of my choices among them. But what startled me-and probably provided a much-needed prod of humility in that hour of thoughtless youth—was the appearance on the "10 best" list of the top name in my worst-

> > professor category.

OPINION

sonorous voice line after line of Romantic

poetry. He even required us to memorize

long patches of "Tintern Abbey." Many a

SUPPOSE every English department boasts of a legendary annotator of stu-🚣 dent papers. At Indiana it was an unworldly Spenserian who would fill the margins of your essays on The Faerle Queene with long disquisitions in the most garish shade of red ink imaginable. You might eventually discover an A- at the end, but the shock of seeing blood on every page left indelible scars.

We knew that he scrutinized our footnote references-went back to the originals, checked all the books and articles from which we had quoted, and marked even a misplaced comma or a missing letter. It was accepted as gospel among the graduate students that he went after sources you had found on microfilm, threading the film himself and winding away until he located your quotation.



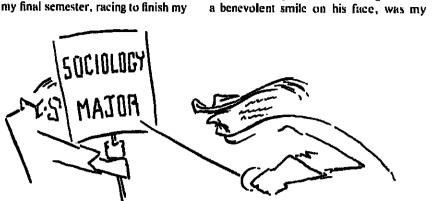
Whereupon he could almost always show that you had been in Errour's Den. A little red squiggle would remind you that it was not only the Redcrosse Knight who needed to be careful. Mind you, nobody I knew at Indiana had found such a squiggle beside a quotation taken from microfilmed material, but everyone knew somebody who had.

We revered this professor. Even when he appeared every year at the department picnic dressed, not like all the other faculty members in slacks and sweater, but rather in the same blue suit and tie he wore to class every day, he merely entered more deeply into our mythic conscious-

My Milton professor, an executive secretary of the Modern Language Association, used to offer 50 cents for any error we found in our anthology, one edited by a fellow Miltonist at another Big Ten university. The scuttlebutt among graduate students was that our professor would collect these examples and then

bundle them off to the editor accompanied by a pleasant little note, along the lines, I assumed, of my own little "Outside of half-a-dozen textual errors . . . " cri-

In my final semester, racing to finish my



dissertation, I spent most of my waking hours in my office analyzing Samuel Johnson's translation from the French of the travels of Father Jerónimo Lobo, a Portuguese Jesuit, in Abyssinia.

next-door neighbor, a medievalist and another future MLA executive secretary. I didn't quite spring to attention, but I certainly switched into alert, reverent-graduate-student mode. "No, no," he said,

One afternoon, hunched over my old

manual typewriter, I sensed a presence in

the doorway. Someone was staring at me. I

finished the sentence I was composing be-

fore I looked up. There, watching me with

beaming at me, "just carry on as you

Anyone who has ever been a student will realize how impossible such an instruction was. I was paralyzed. "Is something wrong, sir?"

"No," he said, coming slowly out of his reverie. "I was just thinking that even though you don't know it, these are the happiest years of your academic life." He paused benignly, pleased with his pronouncement.

"Yes, sir," I said and turned back to Father Lobo. My visitor stood in the doorway a little longer, sighed, and renaired to his own office next door, there to do Lord knows what in his long-fallen state.

He was wrong, of course. My academic life got better and better. But then he'd never spent a cold afternoon in a Detroit parking lot concocting a list of imaginary

Joel J. Gold is professor of English at the University of Kansas.

Creating a 'Universal Journal Factory' for Scholarly Publishing

storing the printed information electroni-

cally, to produce and distribute products in

an electronic format—when the conditions

exist that justify the expense. For exam-

ple, researchers in a subfield of bio-genet-

ics might decide to forgo some print publi-

cations in favor of electronically formatted

ones once they were linked in a computer

network and had agreed to accept electron-

ically vetted information as the official ba-

sis for academic rewards. Of course, the

funds necessary to pay the extra cost of

having information available in an elec-

tronic format would have to be available.

N THE OTHER HAND, architects

products undesirable, aesthetical-

might find the use of electronic

ly and economically, because it is more

expensive to reproduce pictures, blue-

prints, and drawings electronically: there-

fore, electronic journals in that field may

not become viable until the next decade.

Most important, the Factory would design

its operations so that the conditions neces-

sary to insure high-quality products and

economic viability were in place before

True, the Journal Factory would be an

ambitious undertaking. Universities them-

selves would have to help promote the

idea, encouraging their researchers and

faculty members to work with this new

publishing venture as authors, editors, and

One obvious and central question is:

Who would pay for the Journal Factory,

particularly during this recessionary peri-

od? Nothing is going to happen unless the

stakeholders, universities as well as the

federal agencies that support research-

the NSF, the National Institutes of Health.

and the Department of Energy-step for-

ing about a multimillion-dollar investment.

but if enough institutions participate, the

per-institution contribution would be re-

duced; moreover, the contribution could

be spread over the initial start-up years. I

believe the major research players might

agree to participate because they realize

that the present publishing and communi-

cation system, although it has served us

well for a long time, is no longer working in

The Journal Factory might produce

our best interests.

taking the "electronic plunge."

readers.

Continued From Page B1

which electronic journals serve as the bulwark of the scientific/scholarly communication system, what we need now is a short-term strategy, a bridge between the libraries of today and the electronic campus-information systems of the future. I believe that universities can play an active role in such a transition by banding together to organize and operate a non-profit corporation whose principal mission would be publishing and distributing scholarly journals in printed form. For lack of a more felicitous term, I think of this venture as the "Universal Journal Factory." The venture could consist of either one corporation for iournals in all fields or different groupings of institutions for journals in different fields of research. At this point the structure is less important than the concept of more aggressive university interven-

Such collaboration is not unprecedented; universities have worked together for years through consortia organized by the National Science Foundation-the NSFNET, for example. Moreover, the climate for entrepreneurship in and among universities has grown as they have formed non-traditional partnerships with private industry and state economic-development agencies. And universities are blessed with talented people who have the business smarts to assist universities in becoming publishers and distributors of information.

How would the Journal Factory work? First, it would be organized to insure the tradition of rigorous vetting of research through peer review, and its publications would be produced and marketed so as to take their rightful position among the ranks of prestigious journals. The new journals would not be the 1990's version of the minor-league departmental publications of previous decades. The Factory would be committed to efficiency but also would adhere to the high standards of traditional

HE CORPORATION'S publishing operations would embrace a variety of disciplines. The finished journals would be sold to the traditional markets: libraries, laboratories, and individual subscribers, but at reasonable prices. The corporation's financial plan would be structured so that after the initial start-up investments, the operations would become economically self-sustaining.

During the initial stages, the Journal

Factory would function very much like tramany benefits, some short-term and conditional journal publishers. Its products crete, others long-term and hard to quantiwould be printed journals. But the Factory fy. The Factory would: would be building the capacity, by also ■ Create more price discipline in com-

> mercial publishing by creating non-profit competition. Increase the purchasing power of ex-

> isting library budgets by charging morereasonable prices for its publications.

> ■ Enable a university to hold in trust literary property rights, to help insure affordable access to electronic information when it is distributed via networks.

> ■ Facilitate stronger alliances among campus units, such as libraries, university presses, and computing centers, that are directly involved with the production and dissemination of information, thus contributing to the creation of a new information infrastructure.

■ Provide an interim strategy allowing universities to carry on traditional scholarly communication until electronic publishng is firmly in place.

Insure that electronic products i.e., single copies of articles retrieved from electronic data bases, electronically produced and distributed pre-prints, or electronic abstracts—are made available as soon as reasonably priced technology and the demand for such products materi-

■ Promote greater consistency of electronic products, i.e., wider acceptance and use of standards, which some publishers are beginning to adopt when typographically encoding manuscripts.

The existence of a university-owned Journal Factory would enable universities to regain control of scholarly communication, over which they now have too little control. The Factory might not be permanent; it might only serve as a transitional bridge into the era of electronic (digitized) libraries. But we need immediate relief from escalating journal prices, and we need an organization that will help univeries better control their contr scientific, technical, and humanistic information in a variety of formats. While we have the expertise, and we can find the money if we really desire change, the question remains: Do we have the will to seize the opportunity?

Richard M. Dougherty is professor of information and library studies at the University of Michigan and formerly was director of the university librar-

MÉLANGE: COMMENCEMENTS 1992

Fostering Grown-Up Citizens; the Danger of Indifference; Learning From Our Cities; Loving Students as Learners

O NE OF THE THINGS you can do is to vote. If any of you complains about your government and you don't vote, you deserve what you get.

Another thing you can do is be a grown-up citizen. When I say a grownup, I don't mean anything that has to do with your age. . . . But if we don't want our national debate to be dominated by questions as unimportant as who was unfaithful to his wife and who wasn't, then we have to disregard those questions and move on from there. And if we don't want a puff on a joint of marijuana to determine who will be our leader, then we shouldn't pay attention to that either, and move on from there. We have to demand from the press that they tell us more about the positions of our candidates and less about their peccadillos. I promise you that in the last analysis we will give you what you want, and if you insist on good coverage, you'll get good coverage. If you insist on happy talk, you'll get happy -Nina Totenberg.

legal-affairs correspondent for National Public Radio, at State University of New York at Stony Brook

WHY ARE PROPLE indifferent? Don't people understand that indifference is probably the worst plague that exists in life? It is worse than despair. Despair is a beginning. Despair can inspire you to create great works of art,

music, literature, philosophy, theology. Despair evokes compassion, but indifference is the end. There is nothing beyond...

What is education, what is life, what is friendship, what is love, what is beauty, what is joy, if not our own impulse, our own pulsation, our own protest against an indifferent society, against an indifferent world that you now are called upon to conquer, not with violence, but with words; not with cruelty, but with compassion; and surely not with hatred, but with a sense of exulta-

–Elie Wiesel, writer, at Susquehanna University

MERICA'S CITIES are the great inte-A grators of our people, of the new immigrant from Laos, Haiti, or Nicaragua along with the old immigrant from Poland or Italy, Ireland or England, Citles bring us together and teach us new ideas and new possibilities. They teach us to live with one another; they permit us to see close up what we all share of the human condition, of its virtues, its ces, and its variable genius for everything from baking to poetry. . . .

We seem as a nation to have fallen into cynicism and apathy; drift seems our only response to what ails us. On our urban frontiers we give way to a greater and greater divide between those who can make choices in their lives and those who cannot. In this direction lies an American South Africa,

separated out into camps: To one side, the prosperous and choosing; to the other, those for whom there is no chance of prosperity and little to choose from. Our cities in this bleak vision will be the Sowetos of our South Africa: segregated, impoverished, disordered, and without much hope. . . .

This need not happen; we have it in our power to stop it, you and I. . . .

I charge you, then, with the care of our cities and of their citizens. Athens, said Thucydides, was the teacher of Greece. Our cities, too, teach the glory and promise of America. In forsaking them we forsake the hope of our democ-

-Tom Gerety, president of Trinity College (Conn.). at the college

OVE OF LEARNING is a phrase that slips easily off the tongue. It is harder to recognize the love that faculty bear for students when as teachers they struggle, year after year, to teach well, to grow with their field, to care even students are sometimes indiffer-

In the final analysis, however, when a student knows that she or he is deeply valued, cared for, and yes, loved as a learner, then, and maybe only then, can a student become liberally educated.

-Paula P. Brownlee, president of the Association of American Colleges, at the University of Rochester

OPINION

If I had Known

this would be an

epic, 1 would have

asked for overtime.

It is one thing for the junior faculty

members involved in a tenure deci-

sion to solicit outside attention to

their case; it is another for the senior

faculty members involved to call at

tention, favorable or otherwise, to

them. Moreover, The Chronicle w-

lected heavily from the informationit

gathered on the Heilbrun "quitting"

(Professor Hedbrun, in plain fact, re-

fired) in interviews with other mem-

bers of the English department or

It is worth noting that the vastbulk

of gender- and feminist-oriented dis-

sertations in this department are not

done under Professor Heilbrun's su-

pervision, but under that of other

feminist scholars on our staff. Over

scholars at the tenure level, male as

well as female, open to and support-

ive of gender-oriented research and

dedicated to creating a better gender

tably, department Chairman David

Scott Kastan, Jean F. Howard,

Gayatti Spivak, and Robert Fergu-

son. Professor Heilbrun, who has

elected to attend few departmental

meetings and to talk little with her

colleagues in the last five years, may

be unaware of these changes, but l.

who have myself been here since

Essentialism, whether of race of

gender, whether male or female is .

nature-the belief that whatever ont

window is ipso facto the world, that

there is no intelligent dissent or oppo-

sition, just (at best) misguided per-

sons in flagrant error, that any one

and harmful as any other form of self-

serving dogma, and as a feminist!

feel obligated to question such no-

tions when they appear in arenas,

like The Chronicle, that are clearly

gation of journalism to accurate and

comprehensive coverage. Nonether

and creative disagreement-we are.

In reading your article on Carolyn

G. Heilbrun's retirement, I was par-

ANN DOUGLAS

The Tensions Between Teaching and Scholarship

nett's premise that "Teaching and Research Are Inescapably Incompatible" (Point of View, June 3). His commentary unfortunately contributes to the perpetuation of two of committees, and administrators can istrations seek a new balance behigher education's most enduring myths. Both the real and imagined excesses of the publish-or-perish syndrome and the natural tensions between teaching and scholarship have been repeatedly aired by both the popular and professional press. I do not believe that the bifurcation that Mr. Barnett describes in his piece is a valid remedy.

I concur with Mr. Burnett that heavy teaching and advising loads do severely limit time and energy available for scholarly activity. And yes, many institutions, save the flagships, do not have the facilities and support services to mount major scholarly efforts. World-class, mega-dollar research activities are out of the question for the majority of faculty serving teaching institutions. Acknowledging these conditions does not automatically establish a mutually exclusive relationship between teaching and scholarship.

On the contrary, I would submit that there is a potential for a symbiotic relationship. In fact, scholarship should be one of the defining characteristics that distinguish college and university faculty from their teaching colleagues working in other educational venues. Long-term teaching without the support of some complementary amount of scholarly activity places the individual faculty member at some risk of becoming a passive conduit of increasingly dated material. Such instructors are at greater risk of perishing intellectually than they are with respect to their employment. This may be particularly true for faculty at smaller institutions where the stimulus from knowledgeable peers within their discipline is not readily accessible. I further submit that faculty need more than periodic conference attendance and reading to remain intellectually alive within their disciplines.

A modest amount of time devoted to writing for publication or preparing a conference presentation provides opportunities to grow within one's discipline and to keep the intel- in gaining admission to graduate and lectual juices flowing. Even the iso-professional schools.

lated member of the one-instructor Research on teaching would seem I strongly disagree with Bryan Bardepartment can find meaningful opmost valuable if it is informed from portunities to contribute to the conceptualization to analysis by growth and refinement of her/his dis- those who define themselves as cipline. Finally, I submit that fac- teachers. ulty, tenure and promotion review As university faculties and adminstrike a complementary relationship tween teaching and research, they between teaching and scholarship. might profitably look at institutions Working together they can successfully recalibrate personal and institu- struck-liberal-arts colleges. Altional expectations to accommodate though research at the typical liberaltheir local realities.

> Vice-Chancellor or Academic Services Purdue University

TO THE EDITOR:

Bryan Barnett's commentary . . . makes valuable observations about human-resource issues facing univer-



sities. As both teaching and high-prosive, it is nearly impossible for individuals to excel in both domains.

implied in his title, however. There ("research") are separate in Ameriare two areas in which teaching and can education—teaching in elemenresearch seem inescapably wedded: tary and secondary schools and in teaching undergraduates to do re- community colleges, and creative search and conducting research on disciplinary activity in four-year and teaching.

Undergraduate teaching is not duplicate the elementary and secondonly about preparing generally well- ary apparatus in the universities may educated students through the core further an administrative imperialism jors require training in the research cause they get hands-on experience but obtain credentials that help them

where a balance has already been arts college may be leisurely by uni-W. PATRICK LEONARD versity standards and at levels of productivity and esoterica that would not impress university tenure committees, it does go on, often involving undergraduates substantially as coinvestigators. One could also note that many articles in journals emphasizing research on college teaching es? such as Teaching of Psychology, College English, and Journal for Research in Mathematics Education are authored by liberal-arts faculty.

ASHTON D. ASSISTANT PROFESSOR OF PSychology
Mary Baldwin College
Staunton, Va.

TO THE EDITOR: . . . As a teacher in a liberal-arts

graduate institutions. An attempt to

aration, is recognized throughout

the world for its quality. Why be-

college and active author in my field, I must protest the prominence The ductivity research are labor inten- Chronicle gave to such an uncircumspect essay. The most obvious fact missed by its author is that teaching and creative disciplinary activity

I have difficulty with the premise

curriculum, it is also about preparing on the part of the universities, but it students with disciplinary-based ex- would not lead to pedagogical adpertise through the major. Many mavances. Bryan Barnett complains of "permethodologies of the field, and sistent deficiencies in primary and courses that appear as mere excuses secondary education" that create the for professors to indulge their own need for more teaching in the univerresearch interests may be valuable to sities; but it is precisely at the prithe advanced student because they mary and secondary levels where the bring the research process into high separation he advocates has issued in relief. Research with undergraduates a general killing of student curiosity is valuable to students not only be- and inquiry. The American higher-educational system, which has resisted the sep-

Mr. Barnett even objects to the in-

clusion of a specific course. German 454, "The Seduced Maiden Motif in German Literature," in a university curriculum. "The unmistakable message" of such courses, he complains, "is that the faculty thinks students should master whatever it is the faculty finds interesting enough to study." A specialized fourth-year course is obviously not the only kind this subject. to be found in an optimal curriculum, but such an outgrowth of specialized inquiry is precisely an offering that should be available, and available precisely because a faculty member is interested in its topic. Why hegrudge students the chance to catch the last five years, moreover, this dethe contagion of an intellectual enthusiasm held by a professor?

grudge our system one of its success-

Eurymachus's wrath

boiled over...

The problem threatened by recent developments in the academy is not the marriage of teaching and specialized creativity but the divorce of undergraduate students from the processes of scientific and artistic productivity. The solution is to be found in giving professors who are overcommitted to disciplinary activity more time and opportunity to teach and in giving professors who are overcommitted to teaching more time and opportunity for their disciplinary pursuits. A worsening is threatened by the recipe-knowledge textbook, the lecturer who cannot speak from first-hand experience, and proposuls for institutionalizing sees or chooses to see out one's own both in "teaching" departments.

ANTHONY J. BLASI
The Professor of Sociology

The English department at Columbia U.

person can speak ex cuthedra for 8 diverse group—is a pernicious doc-trine: a feminism incapable of selfcriticism is to my mind as suspect

1974, um not.

TO THE EDITOR: Dorothy Parker once remarked of a book she had been asked to review, "it was written without fear—and without research"; a remark I be- influential. News is news, but I regret lieve worth pondering in light of the that The Chronicle did not see fit to recent article in The Chronicle ("A Leading Feminist Literary Critic versity designed to protect (in this Quits Post at Columbia, Citing 'Im- case) its junior faculty, nor the oblipossible' Atmosphere." May 20), and the events in back of it. Carolyn G. Heilbrun may choose to disregard less, the incident is a part of this dethe professional rules of confidentiality that must govern the university's tenure process, but it is surprising that The Chronicle, presumably I am confident, be none the worse for versed, as the popular press is not, in such rules and the reasons for them, should follow suit and name names in recent tenure decisions in the English department at Columbia University. serving no good save whatever aspi-TO THE EDITOR: rations The Chronicle entertains for tabloid fame and format.

OPINION

ticularly intrigued by your reporting of David Damrosch's explanation of the admission process for the English department's Ph.D. program, Apparently he explained that "the recommendations of scholars who wrote lengthy evaluations of their students' work weighed more heavily than those who wrote short reviews, as . . . Ms. Heilbrun had done in some

I am reminded of the "throw 'em down the stairs" method of grading, where the longest, thus heaviest, es- be corrected if our poverty-stricken says get A's because they land at the cities and rural areas are to be revitalbottom. I hadn't realized it was now being used for admission to prestigious graduate-degree programs.

Perhaps Mr. Damrosch could further update this somewhat cumbersome method by computerizing it. His secretary could feed application packets into a print scanner that counts words. It should be very cost CARA CHELL

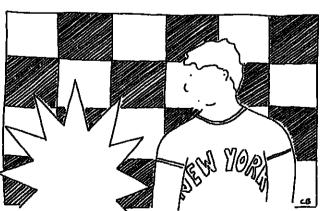
Counseling services deserve federal support

TO THE EDITOR:

The Bush Administration, as reported in The Chronicle ("Bush Administration Again Vows to Veto Student-Aid Legislation," May 20), opposes the Higher Education Act reauthorization legislation now in conference on Capitol Hill, including two provisions that would improve counseling and information services available to students. One is the Model Program Community Partnership Counseling Grants, which Education Secretary Lamar Alexander suggests will duplicate Trio pro-

These grants would not duplicate Trio programs. They are geared to address a broader base of students in the general school population. The students affected would be in schools and school districts with few or no resources to develop effective programs of pre-collegiate guidance and counseling without substantial assistonce. Usually, these districts are the ones most in need of such services, in cities and rural areas with large populations of low- and moderate-income

The Administration also opposes Technical Assistance for Teachers and Counselors because this would help counselors to perform an integral part of their existing job. What are any of the training or programdevelopment provisions for teachers, librarians, and other educators established for, if they are not to enable



WHERE THERE HAD ONCE BEEN MARTHA, コミトト NOW PERCEIVES THERE

is

NO ONE

these professionals to do a more efministrators and others already re-Does the Administration oppose that training? It appears not.

In communities all over the country, those who are underserved become the underrepresented in higher education. The training provided to counselors and teachers by this provision will fill a gaping void that must ized. Will we learn anything from the called a farce discontent so vividly demonstrated by recent events? In this instance, we know what to do, but we need the resources and programs to get on with the job. The Bush Administration needs to be part of the solution. The elimination of resistance to improved counseling and information services would be a good first step. DANIEL J. SARACINO

National Association of College Admission Counselors Alexandria, Va.

Community activists and academic research

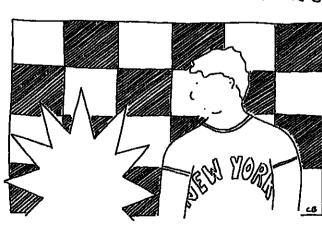
TO THE EDITOR:

Peter Marris's article on "How Social Research Could Inform Debate Over Urban Problems" (Point of View, May 20) was right on target in capturing the contradictions, dilemmas, and tensions between socialpolicy researchers and community reformers—people who are on the front lines trying to address pressing needs. For three years I have been a co-coordinator, along with Doug Gills of Chicago's Kenwood-Oakland Community Organization, of a Policy Research and Action Group press. (PRAG) that has sought to bring researchers and community practitioners together to address urban-policy issues. The group has also functioned as a progressive think tank where the Baby boomers blamed researcher/community activist tensions described by Marris can be openly addressed and harnessed to To THE EDITOR: bring about changes in the quality of urban life. . . .

One underlying purpose of the PRAG has been to increase the effectiview of campus life today, seen tiveness of the . . . research and polithrough the eyes of a member of the cy work done by researchers and destructive generation. Ms. Gaudiani practitioners by bringing them together in collaborative work.

Our process has helped to put some dents in the stodgy and elitist enter their third consecutive decade academic notion that cooperative re- of adolescence, their children have search, informed by community needs, is of less value than research projects guided by insulated debate within the academy. Academics

STUNNING



fective job? Student-financial-aid ad- thinkers." This means that more effectively communicating with a ceive training in financial-nid pro- broader community-based audience grams by the federal government. and allowing them to enter into the research process and policy debate can only be a step forward.

PHILIP NYDEN Chairperson and Professor of Sociology

Accreditation process

TO THE EDITOR:

At long last a few universities have recognized what a farce the National Council for Accreditation of Teacher Education is and are no longer applying for accreditation ("Teacher-Eduention Programs Debate the Need for Accrediting Agency's Stamp of Approval," May 6). . . . There were four NCATE evalua-

tions at the two institutions where I served [as university librarian]. In no instance was a qualified person assigned to evaluate the library. Three were school librarians and one was an audio-visual specialist. One had to be shown what part of the standards she was to apply, one had never heard of the National Union Catalog, and none knew about the bookselection aids used in a university library. Inquiries as to why such persons were assigned were largely futile, but I was told that each visiting team should include a certain percentage of National Education Association members.

It is my impression that members of NCATE evaluation teams are selfpromoters seeking service credits for their résumés and notices in the local

DONALD S. MAC VEAN

for lack of discipline

Claire L. Gaudiani's "The Cold War Is Over Between the Generations" (Opinion, May 20) is a skewed believes the narrowing of the generation gap is a positive outcome of the 60's. In fact, as the "Baby Boomers" merely caught up with them.

The 60's saw the advent of free love and the acceptance of the drug culture. In their wake, a generation of children grew up facing AIDS. crack cocaine, and drug-related violence. Some college administrators ture. Qaudiani is correct when she see one. says this attempt will fail; not, as she Shall we try again, Mr. Jones? asserts, because in loco parentis is First, assume that a continuum exists the wrong thing to do, but rather be- that starts at zero on the left and is cause the boomers who now control boundless on the right, and that the the universities and small liberal-arts continuum consists of intervals that colleges lack the moral fiber to act as are 1 per cent apart. Starting with responsible parents.

Program Officer-Madison Center for Educational Affairs

Investment disclosure sought from TIAA

TO THE EDITOR:

Unfortunately, in the May 13 arti- achieve its AAA rating if it guarancle "As Interest Rates Fall, TIAA Is teed a 5 per cent interest rate? Seven Criticized for Not Disclosing More per cent?" Surely, it is not TIAA'S CHAIS BURKE About Investments," Thomas W. position that it could increase ad in-



"What I hate most about this is the annual report."

president of finance and planning. once again fails to reply to a key question about TIAA's AAA rating. In my Academe article, I quoted extensively from Standard & Poor's rating analysis and then observed that TIAA'S AAA rating "is directly linked to TIAA's contractual obligations to pay very low guaranteed interest rates." At no time did I state or even imply that the level of guarantee scending retorts miss the point. It is was the sole criterion for TIAA's not my expertise that matters, nor AAA rating, Indeed, the material that I quoted depicts several other

rating criteria. Rather than dismissing my criticism as "simplistic," therefore, and asserting that my focus on TIAA's guarantee "portrays a lack of understanding," Mr. Jones would have had TIAA not recently stated in anmeasurably added to the discourse had he merely dealt with the question as presented. It deserved a direct and forthright response rather than obfuscation. Certainly, given TIAA's clientele, Mr. Jones should know are now attempting to reclaim their that college professors are adept at and an economy in recession." role as guardians of our society's fu-recognizing a non-answer when they

> TIAA's current guaranteed return on accumulations at the 3-per-cent level, increase TIAA's guarantee I per cent at a time. At what level of guarantee would TIAA lose its AAA rating from Standard & Poor's? Or, repeating my question as it originally appeared quite unambiguously in Academe, "Given the nature of its investments, would TIAA be able to

Jones, TIAA-CREE's executive vice- finitum its guaranteed return without adversely affecting its AAA rating?

In the same Olympian spirit as his statements to The Chronicle, Mr. Jones replied to my Academe article, "If he wishes to test his own expertise against that of TIAA's investment managers, that is his prerogative. In the end, however, TIAA's reputation must rest on the record of its 73 years of performance." These conde-TIAA's 73 years of prior investment experience. The meaningful test of TIAA's ability to manage its huge investment concentration in real estate and commercial mortgages will be the events of the 1990's. I would be less apprehensive about the outcome nouncing its substantial dividend cuts, "The lower dividends also result from reduced earnings on TIAA's mortgage and real estate investments—a product of the nationwide weakness of the real estate industry

RICHARD T. GARRIGAN

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

Vs Hixson

There's just something about this place that makes me uneasy. Like, if they're interviewing me for a position as assistant professor, why do they need to know how many words per minute I can type?"

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 Positions wanted Public notices Rentals

Health services administration 15, 16, 32 Higher education administration 21 History 9, 12-14, 16, 17 Hotel/restaurant/ruvel 11 Homan/child development 13 Human resources 32 Humanities 16 Humanities 16

atustrial/vocational education 26

atormation system/services IS, 20, 24, 27, 28

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siemic Support Services: Associate to/Lourding Support Services, Respon-lities include: Assessment and Flace-att program; Learning Coster; Dovelop-atal Studies; Library; Media Services; mouter and video amissied instruction; orial service. Coordinate these services sely with five our-compus centers. Quali-

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should possess a master's degree, CPA pre-ferred, and two years of progressive experi-ence directly relating to financial enga-ment. Applicants with equivalent experi-ence will also be considered. Ourest Com-munity College is located in a scenic rural four season; resort community in the Alie-sany mountains of western Maryland. The college is a small public institution empha-sizing learner conteredness and secking a Dean of Administration committed to a fi-cancial management style supportive of CGC's learning mission. Salary: 350,301, negotiable. Mail application, copies of tran-scripts and at least three latters of reference to the Office of the President, Garrett Com-munity College, P. O. Box 151. McHenry, Maryland 2154. Application must be posimented by July 6, 1992. The position will remain open until filled, Garrett Com-munity College is an EEC/AA employer.

Geographic Index to Positions Available Alabama 10, 12, 14, 18, 26, 30, 31, 33, 40, 43
Arizona 25, 27-29, 37, 43
Arkanas 9, 11, 21, 25, 26, 33, 41
California 10, 16, 19, 24, 31, 33, 35, 37, 41, 43
Colorado 10, 22, 23, 36
Connecticut 12, 16, 23, 28, 30, 31, 33, 41
Delaware 26, 40
District of Columbia 7, 8, 20, 27, 31, 42
Florida 13, 15, 16, 18, 23, 26

European studies 9 Extension services 10 Facilities management 26, 39 Faculty/instructional development 24, 32, 35

Fashion merchandising/design 17 Fellowships, chairs 8 Film/video 13

Financial aid 16, 18, 30, 33 Foreign language education 8, 12-14, 16

Foreign positions 8, 9
Forestry 14, 15
Grants/sponsored programs 23, 24, 28

postmarked by June 26, 1992 to NVCC Human Resources Office, 4001 Wakefield Chapel Road, Annandale, Virginia 2003. Effective August 16, 1992. EOE/AA.

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Minnesota 12, 26, 32, 41 Mississippi 12, 18, 24 Missouri 16, 21, 25, 27, 34, 40 Montana 13 Nebraska 8, 12, 32, 40, 42 Nevada 42 Nevada 42 New Hampshire 25, 30 New Jersey 6, R, 18-21, 24, 27, 39 New Mexico 19, 21, 39 New York 7, 10-15, 17-22, 24-31, 39 North Carolina 7, 14, 22, 26, 27, 29, 33, 35, 40, 42 North Dakota 17, 26, 40, 41 Ohio 7, 13, 18, 20, 22, 26, 30, 32, 34, 37, 39

Hawaii 10, 35
Idaho 23, 27, 29, 32
Illinois 9-16, 18, 19, 21, 22, 26, 30, 32, 35, 39, 40, 42
Indiana 12, 18, 20, 22, 25, 32, 35, 37, 42
Iowa 8, 15, 24, 28, 29, 34, 40, 42, 43
Kansas 6, 7, 11, 15, 17, 27, 28
Kentucky 8, 12, 14, 15, 24, 25, 29, 37
Louisiana 10, 30
Malne 14, 22, 39
Maryland 6, 8, 15, 16, 26, 27, 31, 32, 34
Massachusetts 7, 11, 14, 15, 17 Oregon 17
Pennsylvania 9, 11, 12, 14-16, 20, 23, 25, 28, 29, 34, 36, 37, 40, 42
Rhode Island 36
South Camilina 14, 15, 23, 36, 41
South Dakuta 7, 17, 22, 24, 27
Tennessee 10, 17, 22, 23, 36, 40, 42
Tennessee 7, 11, 12, 16, 18

40, 42 Texas 6, 7, 9-11, 13, 15, 16, 18, 20-24, 26, 28, 29, 34, 37 U.S. Territories 9, 16, 17 Vermont 20 Virginia 6, 8, 15-19, 22-24, 27, 32, 36 Washington 10, 11, 13, 18, 19, 21, 30, 34, 40, 42 West Virginia 7, 18, 25, 34 Wisconsin 10, 13-15, 25, 28, 31, 32, 34 Massachusetts 7, 11, 14, 15, 17, 19-21, 24-28, 30, 35, 39 Michigan 6, 10, 14, 16, 20, 21, 28, 35, 39, 43

INDEX

To Positions Available in Display Ads

Academic affairs 33, 35-37, 39, 40 Academic support services 23, 26 Accounting 10, 13-15, 23, 28, 31, 36

31, 36
Administrative services 17, 31
Admission/enrollment 18, 21, 24, 29, 33, 34
Affirmative action/minority affairs 32
African studies 9
Agriculture/agronomy 10, 33
Alumni affairs 17, 23, 29, 30
Anthropology/archaeology 12, 14
Art/fine arts 10, 14, 16
Athletics 15-17, 23, 30
Biological sciences 9, 11, 16
Business administration 10, 16, 32, 33

Institutional research/ development 31 Instructional media/distance educution 18, 40 International business 29 International development/studies 9, 22 Business affairs 23, 28-32, 36, 37 International programs/educations Lubor/inclustrial relations 39 36, 37
Business education 13
Business law 15
Career services 19-22, 30
Chemistry 14-16
Computer science/
dua processing 11
Computer services 20, 24, 25
Conference administration 27
Continuing education 16, 34
Cosmetology 10
Counseling/counseling psychology 12, 16, 18, 21, 22, 28, 37, 30
Criminal justice 11, 13, 14
Curriculum development/instruction 11, 23, 33
Deans 16, 31-36, 40 Lawleggl studies 9, 10
Librarian dibrary science 10, 16, 10, 21-26, 28, 30
Management 14, 15, 29, 32, 35
Marketing 14, 15, 27
Mathematics 10, 11, 13, 15, 30, 32
Medicine, health sciences 14-17, 31, 32, 34

Ministry 25, 20 Music 8, 10, 14 Natural/physical sciences 16 Nutsing 10, 11, 13, 14, 31 Physical education 9, 16 Physical-plant management 19, 39 Physical occupational therapy II Physics 11, 13-16 Political vicinoses in Deurs 16, 31-36, 40 Development 18, 19, 21, 23, 25, 26, 29-31, 36, 37 Political science 8, 9 Presidents, chancellors, executive directors 37, 41-43

29-31, 36, 37
Developmental studies/education
12, 16, 21
Early childhood/elementary
education 10, 12, 15
Education 8, 11, 15, 23, 33
Education al administration/ Psychology/psychiatry 10-12, 14, 27 Public administration/policy 15 Public relations 28 Quantitative methods/statistics 15 Radiology/radiography 17 Reading 12 Educational administration/ leadership 12, 21, 24, 32, 40 Educational foundations 11 Registrat/registration 18, 24, 26, 27, 30, 41 Congious studies/theology 12 Cescarch positions 12 Educational psychology 21
Educational psychology 21
Educational research 21
Engineering 8, 9, 13, 14, 16, 34
English 10, 11, 13, 14 esidence/student life 17, 20, 22, 25-29 istrial safety 30

dence education 11 Science/technology V, 34, 40 Social sciences 22 emi work/human services 13. 16, 22 Suciology 10-12, 14, 16 Spacial education 22 Specelythetoric 10, 13, 14, 16 Student affau sternees actioner 16, 17, 20, 26, 29, 32, 33, 40 Student utinu 22, 29 Technology transfer 30, 20 Technology transfer 20, 42 Telecommunications 27 Theatre nrts 8, 13, 14 Transportation 15 University/campus relations 19, 40 Urban studies/uffairs 12

Vice-presidents, provosis 9, 34-37, 39, 40

Women's studies/affairs 20

POSITIONS AVAILABLE

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spective students, and assist with the preparation and distribution of promotional nuterials. Submit lotter, returnet, transcripts and names, addresses and telephone numbers of three references to: Director of Personnel, Sul Ross State University, Box C. 13. Alpine, Texas 79832; 1915/837-8058, Review of applications will begin July 1, 1992 and continue until the position is filled. EEO/AAE.

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Alumni Relations: Binahanton University Alumni Association seeks on assistant director. This is a professional institutional advancement position responsible for organizing and developing regional and special interest clubs, student alumni programming and assisting in all office programs. Individual must possess demonstrated writing and speaking abilities, strong interpersonal skills and special events planning experience. Bachelor's degree and minimum of two years' alumni or other relevant college experience. Privately funded position. Some evening and weekend hours, travel. Please send resume and three betters of recommendation to Siusan Brown, Screening Committee Coordinator, Binghamton University, F. O. Box 6004, Binghamton, New York, 13902-6004 by July 13. Binghamton University is attongly committed to affirmative action.

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Animal Sciences: West Virginia University seeks applicants for Assistant Professor in Animal Sciences with responsibilities in food sciences, with responsibilities in food sciences, with responsibilities in food sciences. Position is 12-month, tenure-track, with 50% reaching and 50% research. Applicant must have a Ph.D. in an area of animal sciences with sufficient background to teach course in meat science. Appropriate areas of research could include metabolism animal evaluation associated with growth, or product development and safety, Ability to communicate with faculty, staff, atudents and clientele required. Send application, transcript, and three letters of reference to Search Compilitee, Division of Animal and Vaterinary Sciences. West Virginia University, P. O. Box 5008, Mongatiown, West Virginia 25506-6108. Applications will be accepted through August 1, 1992, or until a qualified applicant is employed. West Virginia University is an Equal Opportunity, Affirmative Action Institution.

Arti Wood-Furniture Design/Drawing. University of Massachusetts Dartmouth, full-time visiting ampointment. MFA or equivalent; college teaching experience and evidence of professional accomplishment preferred. Responsibility for teaching courses in Wood-Furniture Design and Drawing, advising majors and graduate students, oversignt of wood studio. Application review will begin July 4. Send letter of application, resumé, sidies (self-addressed situaped envelope), and 3 Jetters of recommendation to Wood SC, College of Visual and Performing Arts, University of Massachusetts Dartmouth, North Dartmouth, Massachusetts Dartmouth, Massachusetts 02747, AA/EOE.



Linda Salamon

Gideon Frieder has been appointed Clark Professor and Dean

langineering and Applied Science (SEAS). Frieder formerly was Dean of the School of Computer and Information Science

Gideon Frieder

Engineering and

Applied Science

of the School of

School of

Frieder brings to GW a wide range of academic, research and professional experience in computer science, as well as a strong involvement in the national science community. He holds three patents for memory and data processing systems. Prior to his five years at Syracuse, Frieder chaired both the Division of Computer Science and Engineering and the Department of Computer and Communications Sciences at the University of Michigan, Before that he chaired the Department of Computer Science at the State University of New York at Buffalo.

at Syracuse University

deans assume new duties on July 1.

He carned three degrees from Technion - Israel Institute of Technology, Haifa, including an M.S. in astrophysics and a doctorate in quantum

Frieder's experience is not limited to academia He spent 10 years in the Israeli Department of Defense, where he headed the Department of Computer Science. He has also served as a consultant to IBM, Boeing Corporation, Hughes Aircraft, Siemens and MITRE. The author of more than 40 papers and reports,

Frieder has been invited to numerous scientific conferences in his career, serving on panels and giving keynote speeches. His work has often been interdisciplinary in nature, such as his study on the legal implications of intellectual property and writings on medical imaging.

apply, send letter of interest and résumé to Director of Personnel Services, Tyler Junloy College, P. O. Box 9925. Tyler, Texas 75711, More information may be obtained by calling the Personnel Services office, 903-510-2419. Tyler Junior College does not discriminate against uny applicant for amployment because of race, color, nation-

medicine. Libraries contain more than 1.5 million volumes.



Columbian College and Graduate School of Arts and Sciences

Linda Bradley Salamon becomes the first dean to head the reorganized arts and

sciences division, created this year when Columbian College was combined with the Graduate School of Arts and Sciences.

New students and faculty arriving at The George Washington University this fall are rapidly on everings that any or account a photocommunion's capital have known for years GW is on the move among the ranks of the nation's premit collegers. We are on the move thanks to aggressive student recruitment efforts that have resulted in the fact of containing the last object of the photocommunion of th

And are we proud! We launched a search process across this land, from pillar to post, into the halls of academe

and yes, right into corporate boardrooms. And look what we have...three superb leaders ready to give The George

Washington University new energy, leadership and the wherewithal to lead us into the 21st Century. All the while, of course, they'll put their myriad talents to work to give GW students new directions to learning and achieving.

But don't just take our word for it...read on for yourself. You'll agree that we've found the cream of the crop. The

Salamon, who will also be a professor of English comes to GW from Washington University in St. Louis, where she has served as dean of the College of Arts and Sciences since 1979.

A scholar of early modern liurope, Salamon's interests extend across a broad spectrum, from cooperative initiatives with public schools to international education. Her commitment to these areas will be especially relevant in her new post, along with her work on issues that relate both to the humanities and medicine, an area in which she taught at Washington University's School of

The Elmira, N.Y., native, a 1963 Phi Beta Kappa graduate of Radcliffe College, holds the A.M. degree from Bryn Mawr College. Her Ph.D., also from Bryn Mawr, is in English language and literature.

Salamon brings to GW a distinguished record of accomplishment in the national liberal arts arena. In the Association of American Colleges (AAC), she served seven years on the editorial board of Liberal Education, She also served on the AAC's board of directors, on the board of trustees of the College Board for four years, and on accreditation teams for

Among her many awards are fellowships to the Folger Shakespeare Library, Radcliffe College's Bunting Institute, and research grants from the National Endowment for the Humanitles Institute on Montaigne and the American Philosophy Society.

F. David Fowler School of Business and Public

Management F.David Fowler, a senior partner and member of the board

of directors of KPMG Peat Marwick, has been named Cart Professor and Dean of the School of Business and Public Management (SBPM).

Fowler served as managing partner for Peat Marwick's Washington, D.C., and Northern Virginia office from 1987 through 1991.

A 1955 University of Missouri graduate, Fowler joined Peat Marwick as a senior accountant in 1963 and has held progressively higher positions in the firm throughout his tenure. Fowler was the managing partner of two other Peat Marwick offices before coming to Washington in 1987. In the interim, he spent four years as partner in charge of human resources, developing and overseeing policies for 18,000 professional and administrative

personnel for the firm. The new Dean also directed Peat Marwick's executive education program and chaired the KPMG Peat Marwick Poundation, which is devoted

to supporting colleges and universities. In addition, Fowler has devoted considerable energy to the educational community at the local and national levels.

Fowler is a member of District of Columbia Mayor Sharon Pratt Kelly's management advisory committee and co-chairman of the D.C. Committee on Public Education. He also provided oversight for the consulting team that prepared the D.C. public schools' strategic plan for the 1990s. Active in civic and professional organizations, he is a charter trustee of the Corcoran Gallery of Art and a member of the finance committee of the John F. Kennedy Center for the Performing Arts.



The George Washington University is an equal opportunity, affirmative action employer.

Founded in 1821, The George Washington University is located in the heart of the

monuments and government agencies. The Foggy Bottom campus occupies 43 acres downtown; a new 50-acre satellite campus in Virginia opened last fall. More than 19,210 students represent all 50 states and 100 foreign countries. Faculty numbers 1300, 91% of whom hold doctoral degrees. The University comprises seven schools, including law and

nation's capital, just blocks from the White House, Kennedy Center, prominent national

Art Education: Full-time, tenure-track posi-tion teaching undergraduate art education curriculum beginning August, 1992, Quali-tications: Doctorate in Art Education and college teaching experience required, Rank

Art Education: Assistant/Associate Profes-sor, tenura-track position at Wichita State University, Qualifications: Ph.D. or Ed.D. (ABD considered), teaching exparance, K-12. Desired: Emphasis in one or two: quali-tative research, evaluation, computer graphics, or special education, Appoint-ment begins August 17, 1992. WEU is an

AMEOE. Deadline: July 1, or until posi-tion is filled. Send application letter, vita, three references with addresses and phone numbers, and representative examples of writings. Send to Professor Mary Sue Fos-ter, School of Art and Dealer, The Wichte State University, Wichita, Kansas 67208-1595.



BULLETIN BOARD: Positions available

The American University in Cairo

The American University in Cairo is recruiting a director for its Desert Development Center. The University enrolls approximately 3,800 degree students and 12,000 non-degree students. It offers baccalaureate degrees in most of the traditional arts and science disciplines and several professional fields. Master's degrees are also offered in some specializations.

The Desert Development Center was established as a small project in 1979 and has evolved into a separate research center that undertakes applied research, demonstration, and training programs related to rural desert development. A unique characteristic of the Center's work is an integrated approach that embraces biological, technological, and community development, and which includes irrigated desert farming systems, renewable energy applications and socio-economic studies.

The Center is supported by funds from the Egyptian government, several foundations, and international agencies. The annual budget fluctuates from year to year depending on funding, but normally it is approximately \$1,000,000 per year. The permanent staff of the Center consists of the director and two other senior members; the majority of the staff are on project

The Center maintains offices on the University campus in Cairo. A research station in Satlat City (about half-way between Cairo and Alexandria) contains laboratories and fraining facilities, and is the site of several experimental and demonstration projects. Demonstration farms and orchards are located on 500 feddans (acres) in South Tahrir, about 40 kilometers from Sadat City.

The director should be a scientist, management specialist, or economist with an earned doctorate and a strong record of research related to development. Experience in arid land or desert development preferred. A strong record of writing successful proposals and obtaining tunds from international sources is essential. Excellent human relations and managerial skills are required. Previous work experience related to Egypt or other developing countries is desired. Knowledge of Arabic will be regarded as a plus.

The salary is negotiable within the general range for senior academic administrators at the University. Excellent fringe benefits are provided, including housing and schooling allowance for non-Typptian critizens recruited from abroad. The timing of the appointment is negotiable but the successful candidate must be available no later than September 1, 1993.

Applications will be accepted until the position is filled, but preference will be given to those received prior to September 1, 1992. Applications and nominations should be addressed to:

Senior Vice President The American University in Calro 866 United Nations Plaza Suite 517 Now York, NY 10017

University of Otago

Te Whare Wananga o Otago

New Zealand

APPOINTMENT OF VICE-CHANCELLOR

The University Council invites applications or expressions of interest from persons of academic distinction who have appropriate and relevant experience to succeed Sir Robin Irvine, who

ntends to retire at the end of 1993 as Vice-Chancellor and Chief

Executive Officer of the University of Otago. Suggestions of names of suitable persons who might be considered together with a statement of the qualities such persons would bring to the

Further particulars are available from D.W. Girvan, Registrar, P.O. Box 56, Dunedin, New Zealand (telephone (64)(3)479-8250 or facsimile (64)(3)474-1607) and include details of the method of

Equality of employment opportunity is University policy.

application. (Applications will close on 31 July

Salary: Instructor \$40,498-\$58,982 per annum Assistant Professor \$44,599-\$65,995 per annum

UNIVERSITY OF GUAM

The University of Guarn solicits applications to establish a list of eligibles for the following non-tenure or tenure track, full-time position (one-, two-, or three-year appointment, subject to availability of

Instructor to Assistant Professor (Of Research in Spanish Legal Historiography)

Minimum Qualifications: (For Instructor)
Master's Degree in Spanish or native speaker of Spanish with master's degree from a recognized university in a subject area related to law.

Destrable Qualifications: (For Assistant Professor)

J.D. or equivalent terminal degree in Spanish law. Substantial work experience with legal Spanish documents dealing with the Martana Islands; knowledge of Martanas documents held in archives of the Philippines, Mexico, and Spain.

Submit current vite, an official transcript from institution awarding the highest degree and unofficial transcripts of other degrees earned, three current letters of reference sent directly from persons knowledgeable about the applicant's academic and administrative performance, and request for official application form to: University of Guarn, Marjorie Driver, Chairperson, MARC Search Committee, c/o Personnel Services Division, UOG Station, Mangilao, Guarn 96923. Deadline: AUGUST 3, 1992.

For more information, call Personnel Services at (671) 734-9109, 734-9535, 734-9455, or call Dr. John Rider toll free at 1-800-821-9233. Women and Minorities are particularly encouraged to apply. EEO/AAE

THE HONG KONG UNIVERSITY

SCIENCE AND TECHNOLOGY

The Hong Kong University of Science and Technology was estab-lished in April 1988 and is funded by the Hong Kong Government, its mission is to extend educational opportunity, to contribute to the territory's economic and social well-being, and to promote research, development, and entrepreneurship in the Asia-Pacific region. The University comprises the Schools of Science, Engineering, Bustness & Management, and Humanities & Social Science. Students were admitted from October 1991 at both undergraduate and postgraduate levels, including the doctorate. Enrolment is expected to grow to 7,000 (on full-time equivalent basis) by 1995/96.

The School of Engineering is the largest of the four schools and it has six departments: Chemical Engineering, Civil & Structural Engineering, Industrial Engineering, Computer Science, Electrical & Electronic Engineering and Mechanical Engineering. Its student and faculty projections for 1994-96 are 2,700 and 250 respectively.

The School of Engineering is looking for suitable candidates to fill the

Head, Department of Industrial Engineering

The Department is new and will start offering undergraduate programmes and postgraduate programmes with in-depth study and research into such areas as operations research, human-factor engineering, business organisation, manufacturing strategy, facility and environmental engineering, quality assurance, and intelligent manufacturing systems in 1993-94.

Applicants should have appropriate academic and/or professional qualifications together with successful, relevant experience in universities, research laboratories and/or industry. The successful candidate will also be required to demonstrate leadership qualities necessary to lead and menage the department in its diverse academic and administrative functions and, no less importantly, to interact effectively with industry and commerce.

Associate Dean of School of Engineering

The Associate Dean will be responsible to the Dean for the overall planning, coordination and administration of the School. The appointee will assist the Dean in overseeing the effective operation of the following functions: student administration, curriculum development, faculty appointment, research planning and support, industrial training, academic accreditation, personnel and financial administration.

This is a senior administrative position; its incumbent, however, must quality for an academic appointment in the School. Applicants should possess a doctoral degree in engineering or a related field, and have extensive teaching, research, and administrative experience in a tertiary institution. The successful candidate should be able to demonstrate an ability to provide innovative leadership and to communicate effectively with students, academics, and industrialists.

SALARY AND CONDITIONS OF SERVICE

For the Head of Department post, salary will be within the professorial range and not less than US\$87,900 per annum (exchange rate: US\$1 = HK\$7.8). For the Associate Dean post, salary will be commensurate with the academic rank of the candidate; in the case of a professorial appointment, it will not be less than US\$87,900 per an-

Generous frings benefits including housing, medical and dental bene-fits, annual leave, dependent children's education allowances and air passages where applicable are provided. Initial appointments will generally be on a three-year contract; a gratuity of 25% of the total basic salary drawn will be payable upon successful completion of contract, it is the intention of the University to Introduce a superannu-alion scheme and arrangements will be made for eligible staff to join the scheme as appropriate.

APPLICATION PROCEDURE

Particulars can be obtained from the Director of Personnel. HKU8T, Clear Water Bay, Kowloon, Hong Kong (fax: (852) 388-0700). Applications/nominations together with a curriculum vitae and the names and addresses of three referees should be sent to Professor H. K. Chang. Dean of School of Engineering, at the same address (fax: (852) 358-1458) by 10 July 1982, but the search may continue until suitable appointments are made.



UNIVERSITY OF DUBLIN TRINITY COLLEGE

Chair of Political Science (1960)

Applications are invited for the above post in the Department of Political Science at Trinity College, Dublin, tenable from 1 October 1993. The post, which has been vacated on the retirement of Professor Basil Chubb, carries with it the headship of the

Salary Scale IR234,733—IR243,507 Further particulars relating to this post may be obtained from

Michael Gleeson The College Secretary West Theatre Trinity College Dublin 2

Telephone 702 1159

to whom telephoned or faxed enquiries should be made in the first instance. Preferred closing date for receipt of applications is 31 July 1992.

Trinky College is an Equal Opportunity Employer

Athleticu Director of Athletics, Non-ten-iare track, twelve month ponition, with some freching responsibilities. Reports to the Vice President for Academic Affairs, Master a degree in Health, Physical Educa-tion, Athletic Administration of related field required, declorate preferred, Direc-tor administers and supervises all intercol-legate athletic programs and provides lead-orship for all athletic personnel. Provious

INTERNATIONAL PROGRAM AND **ADMINISTRATIVE SUPPORT POSITIONS**

International Research & Exchanges Board (IREX)

IREX is the principal U.S. organization specializing in advanced scholarly exchange and cooperative programming with the former Sovict states and like countries of Eastern Europe. It operates on an annual budget of \$8 million, with grants from government agencies and private foundations, and serves approximately one thousand scholars and professionals each year. Currently centered in Princeton, New Jersey, it has offices in Moscow, Klev, Riya, Alma Ata, Prague, and Bucharest, and is in the process of moving its headquarters to Washington, D.C.

IREX is advertising for Program Officers with language, area studies, and overseas program experience to manage individual research and cooperative project opportunities for scholars and professionals from the United States, the countries of Eastern Europe, and the former Soviet states.

These positions involve responsibilities for both placement and quality access for American professionals selected to participate in field work abroad, as well as for placement and access for incoming professionals selected to study and train in the U.S.

Also required will be staff with university or non-profit administrative experience to work with the accounting, finance, and management procedures, computer, information systems, and grants officers, as well as library and archival specialists. Approximately 10 such positions may be available overall Salary and benefits are competitive and commensurate with experience. IREX is an Affirmative Action, Equal Opportunity Employer, and especially encourages applications from minority communities and women.

Deadline for applications is July 3, 1992. No phone inquiries. Send letter, résumé, and information on references to:

Dr. Daniel Matuszewski, President International Research and Exchanges Board 126 Alexander Streat Princeton, NJ 08540



University of Waikato

Te Whare Wananga o Waikato

Hamilton, New Zealand

LECTURER AND LEKTOR IN GERMAN

The University of Walkato invites applications for:

a Lectureship
 a Lektorat (three-year appointm

In the Department of German. The appointment in the Department of German. The appointee to the fecturoship, while contributing courses in German Literature, would be expected to take particular responsibility for the Department's Language Programme. A demonstrated research interest in Language Studies as well as formal qualifications in DAF (German as a foreign language) would therefore be an advantage. The Lektor would be expected to contribute to the Department's programmes in language, literature and Landoskunde studies.

Applicants should normally have a doctorate or be anrolled for the degree. Some previous teaching experience at the tertiary level in an English speaking country is desirable.

The current salary range (for both positions) is NZ\$37,440-NZ\$49,088

Enquiries of an academic nature may be made to the Chairperson of German, Associate Professor Volker Knulermann, (tel. (64 7) 838 4166, fax (64 7) 856 2158). Information on the method of application and iconditions of appointment may be obtained from Personnel (Academic Staffing). The University of Walkato, Private Bag 3105, Hamilton, New Zealand (tel. (64 7) 856 2889, fax (64 7) 856 0133). Applications quoting reference number A92/27 for the Lectureship and reference July 1992.

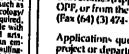
The University welcomes applications from suitable people regardless of race, creed, marital status or disability.

Athletics James Madison University is arceping applications for the part-tine (10 month) position of men's and women's divina coach. Position will include administering all aspects of the program, such as coaching, recruiting, scheduling practices, making reprising, scheduling, and hand must comply with all NCAA, conference, state, and university resultations. Bachelor's destree required. Experience in diving instruction at college level is preferred. Salary is \$10,000. Not state benefits. To apply, submit a letter of application, resume, salary is \$10,000. Not state benefits. To apply, submit a letter of application, resume, factority after preferences to Mr. Brad Babowe, and three preferences to Mr. Brad Babowe, and factority is presently. Convocation Center, Harriscobing, Virginia 22807. Ctosing date is July 13, 1992. Streening will begin July 15, 1992. Proposed starring date is Ausust 1, 1992. JMU is an Affirmative Action, Equal Opportunity Respioyer.

copy of advertisement to Department o Economics and Employment Develop-ment, 1100 North Eutaw Street, Room 212 Baltimore, Maryland 21201. Job order \$9149851.

Biology: A tenure track, undergraduate fac-ulty position beginning tate August, 1992, to teach service and major courses such as Principles, Bosany, Genetics, Ecology/ Field Biology, MA in Biology required, Ph.D. preferred, Must be compatible with the mission of the small, thersi aris, Church-related college, including an em-phasis on teaching/advising and a willing-ness to function as a generalist within a two-person department. Rank and salary dependent upon qualifications. Send letter of application, résumé, and credentials by June 26 to Academic Dean, Midland Lu-theran College, Fremont, Nebraska 68023 An AAEO employar, women and minor-lies are encouraged to apply.

Biology/Anatomy: Paimar College of Chiropractic invites applications for a teaching
position in the Department of Anatomy.
Paimer College, part of the Paimer Chiropractic University System, offers the professional D.C. degree as well as a B. S. degree
and a M.S. degree in Anatomy. Applicant
will teach nantomy in the professional D.C.
program of the college and will have the
opportunity to be an advisor for pradante
sudents in the Master's Program. Those
supplicants with a background in gross snaiony, a commitment to excellence in teaching and some research activity are most desired. Master's degree required. Ph.D. preferred. Applications should be received by
July 31, 1992. Qualified applicants should
send letter of application, innascripts and
three letters of reference to: Mr. Craig Mekow. Chairman, Department of Anatomy.
Paimer College of Chiropractic, 1000 Brady
Street. Daysengort, lowe 52801. Paimer
College in Animalive Action. Equal
Opportunity Employer.



Biology/Plant Sciences: A Publicative of the street of the

Wandsupper, D. 1999.

Bandungs, Clark Atlanta University, Director, Center for Entrepreneurship and Aug., clate or Pruderings of Business Responsionable. Teach and coordinate entrepreneurship teaching, repearch and guide serve for the Statust of Business Administration Prevents and during the Center for Engineeranthy. Including a Computer for Control of Proceedings (Science of Proceedings (Procedure of Procedure) (Procedure of Procedure) (Procedure of Procedure of Proc



THE UNIVERSITY OF AUCKLAND New Zealand

TWO LECTURESHIPS IN EDUCATION Department of Educati (Vacancy UAC. 161)

The University invites applications for two lectureships (tenurable position) in the Department of Education Applicants should have appropriate advanced academic qualifications (Ph.D. or explosiblent) plus research and teaching expension in the sociology of education.

nence in the warmage or constraint.

Successful applications will be expected to contribute to teaching in the MEd programme. Applications from candidates in oreas such as teacher educator curriculum studies, and pedagogy would be particularly welcome. Teaching qualifications, trulinding cross cultural experience in educational sating.

Commencing salary will be established within the range \$NZ37,440 \$NZ49,088 per amount

Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Pittale Bag, Auckland, to whom 3 copies of applications should be forwarded by 31 July 1992.

Please quote Vacancy Number UAC. 161 in all correspondence A LECTURESHIP IN PERFORMING ARTS (OPERA) Faculties of Arts and Music (Vacancy UAC.158)

(Vacancy UAC.158)

From February, 1993, as a further contribution towards a range of postgraduate developments in the Performing Arts, the University Intends to offer a one-year postgraduate course in Opera (Diplomas in both Drama and Broadcast Administration are already being offered, and a Diploma in Arts Administration and other courses are being planned.) The Lectureship in Performing Arts (Opera), while entirely under the control of the University, is being funded in part by Auckland Opera; and an important part of the Lecturer's work will be to facilitate links between the University and Auckland Opera's production, and to coarb the artists engaged (some of whom may be students enrolled in the course).

Applicants should have some experience in teaching in an educational insta-tion, preferably at terriary level and should also have substantial experience a high level and in a wide variety of operatic activity, especially in the area of

Commencing salary will be established within the range \$NZ37,440-\$NZ49,088 per annum

Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Anckland, Physic Bag, Auckland, to whom 3 copies of applications should be forwarded by Please quote Vacancy Number UAC, 158 m all correspondence.

The University of Auckland An Equal Opportunity Employer



University of Otago Te Whare Wananga o Olago

OTAGO POSTDOCTORAL FELLOWSHIPS

Applications are invited for a limited number of Chago delectoral Fellowships to be teeld within any department of the University. The awards are for one year, with the possibility of extension for a further year

The University of Chagasis organised into Divisions - Humanites (including Arts and Music, Law and Theology), Commerce (Accountainty, Economics, Management, Marketing, Finance and Quantitative Analysis and Information's tence), Sciences (which includes the Calabata Analysis and Information's tence), Sciences (which includes the Calabata Analysis and Information's tence). includes the Schools of Physical Education and Consumer and Applied Sciences as well as the wide range of science departments) and Health Sciences (the Faculties of Medicine and Dentistry and the School of Pharmacy)

Applicants must have completed the requirements for the award of the degree of Doctor of Philosophy before taking up a Fellowship. Preference will be given to those who have not held a postificateral fellowship in another institution.

Emolument: \$NZ37,440 per annum intending applicable should be presented by the sho

intending applicants should write for further information, available able from the Secretary Ceneral, Association of Commonwealth Universities (Appointments), 36 Condon Squate, London WCIH OPP, or from the Registrar, P.O. Box 56, Dunedin, New Zealand (Fax (64) (3) 474-1607)

Applications quoting reference A42730 and indicating which project or department is applied for, close with the Registration 31 July 1992.

Equal opportunity in employment is University policy.

REGISTRAR

laraest firms as well as other successful entrepreneurs both locally and nationally. Seek to establish entrepreneurial internable with these firms. Supervise the writings of teaching cause as a part of the internable program, Develop and manage a National Advisory Eograf of Entrepreneurial internable program, Develop and manage a National Advisory Eograf of Entrepreneurial bring ideas and programs to successful findition. Salary: Competitive. Commensurate with qualifications and experience. A 12-month tenure-track appointment: August 1, 1992. Application deadline: Review of application will begin June, 1992, and remain support, Qualifications: Ph.D. or DBA required. Business and entrepreneurial experiences.

OXFORD ENGLAND

Major Educational Campus For Salo

Prestige location with Teaching, Sports and Residential Facilities. Details: President FAX: 44-865-327796

KUWAIT UNIVERSITY

Faculty of Science Department of Botany and Microbiology

Applications are invited for the post of Associate Professor or Assistant Professor tenable in the following disciplines:

Plant Physiology: With particular emphasis placed on experience in plant growth and development (hormones and growth regulation).

Applied Microbiology: With experience in biotechnological and environmental Ecophysiology: Ecophysiology of higher plants in extreme environments: under drought, heat or salinity stress.

Molecular immunology.

Applications and Conditions of Service may be obtained from:

Kuwait University Office Embassy of the State of Kuwalt 3500 International Dr., NW Washington, DC 20008 Tel: 202-363-8055

Completed applications should be received in Kuwait before October 15, 1992 and are to be sent directly to:

Chairman Department of Microbiology College of Science Kuwait University P. O. Box 5969 Safat 13060 Safat

香港公開進修學院 OPEN I FARNING INICITIES OPEN LEARNING INSTITUTE OF HONG KONG

The Open Learning Institute of Hong Kong, a major provider of distance education in Hong Kong, invites applications for the following academic

School of Science and Technology Senior Lecturer in Mechanics

Salary: HK\$32,085-42,655 per month.

Salary: FIK\$32,085-42,655 per month.

Basic Entry Requirements
Camilidates should have a higher degree or equivalent as well as considerable academic/professional experience in relevant discipline. Experience in developing courses or teaching using distance learning methods would be a distinct advantage.

Terms and Conditions of Service
Appointment will initially be on an agreement of 4 years' or 2 years' duration. Thereafter, a suitable appointee may be re-appointed. A gratuly equal to 25% of the basic salary earned will be paid on satisfactory completion of the agreement. Other fringe benefits include leave, medical and dental crover, children's education allowance and housing benefit.

Applications
Application forms and further details are obtainable from Appointments (40700), Association of Commonwealth Universities, 36 Gordon Square, Lundiun WC1H OPF; or The Personnel Unit, Open Learning Institute of Hong, Kong, Room 1305, Trade Department Tower, 700 Nathan Road, Mongkok, Kowloon, Hong Kong, to whom completed forms should be sent by 8 July 1992.

with addresses and telephone numbers of three references to Edward D. Irons, Dean, School of Business, Ctark Atlanta Univer-sity, James P. Brawkey Drive, Southwest, Atlanta, Georgia 30314.

Business Administration / Dean: Bleven month position available August 1992. Doctorate in Finance and prior leaching experience required. Teaching duties include typical undergraduate finance and related courses. Candidate must be an active Southern Baptist. Howard Payne University is primarily a teaching institution with a distinctive Christian emphasis. Send resume and list of references to Search Committee for Dean, School of Business Administration, Howard Payne University, 1000 Fisk, Brownwood, Texas 76801.

Business Administration/Managements National-Louis University, College of Management and Business. Business Administration and Management, one position. Contract type: Tourra Track, (i0-month approintment), Responsibilities: Touching Business Administration and Management courses at the undergraduate level. Qualifications: Business/fuduatry experience with a minimum of three years teaching in a multi-cultural environment is preferred. The candidate must have a strong comminment to teaching excellence, research and service. Doctorate preferred, Master's de-

The candidate main hays a strong commitment to teaching excellence, research and service. Doctorate preferred, Master's degree in management or business related field required. Salary: Salary in upper 20's and lower 30's, based on experience. Rank: Meet institutional requirements for the rank of sastistant professor, Starting Date: September 1, 1992. Application Review Begins: July 6, 1992. To apply, please send a letter of application, vita and three letters of reference with telephone numbers to: Phillip F. Kapela, Feaculty Servicies Coordinator, National-Louis University, 240 Sheridan Road, Byanston, Illinois 6001. National-Louis University, Jounded In 1886, is a nonprofit, private, independent coeducational university specializing in teacher education, the arts and sciences, management and businers, human services and related professional fields. The university occupies three campuses in the Chicason area and academic centers in five other states and Germany. National-Louis University program, develops new song and a student corollinent of 16,500. National and a student corollinent of 16,500. National

ni-Louis University has twenty-three thou-sand atumni and altumnat throughout the world. National-Louis University is an af-firmative action, equal opportunity em-ployer and invites and encourages applica-tions from women and migorities. All can-didactes will be kept confidential.

Business/Administrative Services: Southern Arkanas University. Assistant/Associate Professor, Administrative Services/General Business. SAU is secting sputientions for an Assistant/Associate Professor of Administrative Services/General Business for Fall, 1992. Duties include teaching in the areas of administrative Services/General Business for Fall, 1992. Duties include teaching in the areas of administrative services and business education. Qualifications: Meater's in business education plus hours in a doctoral program in education or business courses at the high school and university levels desired. Computer skills necessary. A doctorate in business education preferred. This is a permanent tenure track position. Salary and rank commensity as with qualifications. In addition, SAU offers an excellent brings benefits package. Well-ty teaching to undergraduate students, research and public services are encouraged and supported. SAU believes that cultural diversity is essential to the educational process, thus applications from minorities and women are strongly economical. Aprinced and monthly services are coursed and worder is essential to the educational process, thus applications from minorities and women are strongly economical.

BEDFORD COLLEGE of higher education

LECTURER/SENIOR LECTURER IN EXERCISE PHYSIOLOGY

This post is created by the damands of the rapidly expanding Sports Science courses within the College's BA/B.Sc and B.Ed modular programmes. Applicants should possess a higher degree in a relevant discipline. Teaching experience and edvanced coaching expertise would be adventageous.

The solary will be in accordance with National Scales for Lecturer—£10,704 - £19,401 per annum Senior Lecturer—£19,401 - £22,077 per annum A generous relocation package is available in approved cases.

The College has a commitment to equality of opportunity, and wel-comes applications from all, irrespective of race, gender or discollity. comes applications from all, trespective of rice, gender or disability.
Further details for the above posts are available from the Personnel Department, Bedford College of Higher Education, Mender Sito, Cauldwell Street, Bedford, MK42 9AH, Great Britain, to whom application forms should be returned.

Tel: Bedford (0234) 345151 extn. 5012/5072
Fax: Bedford (0234) 342874

Assistant Professor in African Studies/ History or Political Science

Applications are invited for a tenure stream position as Assistant Professor in African Studies/History or Political Science. Subject to budgetary approval the appointment will be effective from September 1, 1992. Two thirds of the appointment will be in the African Studies Programme and one third in History or Political Science. Candidates for the position must have a Ph.D. in any one of the three disciplines mentioned above; will have the potential to teach at the graduate level in History or Political Science; will provide evidence of successful teaching and active research interests; will be qualified to assume a leadership role in expanding and strengthening the African Studies Programme and in community outreach. Undergraduate teaching duties in African Studies involve an interdisciplinary introductory course and a course in African literature. Salary commensurate with qualifications. Applications, Including c.v. and three letters of recommendation should be received by Professor Frederick Case, Principal, New College, University of Toronto, Ontario M55 IA1 by July 12, 1992. In accordance with Canadian immigration requirements this advertisement is directed to Canadian interes and permanent residents. The University of Toronto encourages applications from aboriginal peo-The University of Toronto encourages applications from aboriginal peo-ples, disabled persons, members of racial minorities and women.

program. Excellent opportunity for professional development. Position requires strong communication and interpersonal skills, creativity, and understanding of liberal arts education. Bachelor's required; Master's preferred. Salary low to midiwenties: 12-month position. Send cover letter, risuma, and list of three references by July 3 to: Dr. Kate S. Brocks, Director, Carser Services. Dickinson College, P. O. Box 1773, Cartisle, Pennsylvania 17813-2896. AA/EOE.

general chemistry, introductory and advanced organic chomistry and introduction to physical science. Ph.D. required, college teaching experience desirable, Salary commensurate with rank and experience. Good faculty development opportunities. Start August 20, 1992. Application deadline huly 10; intervious may start scoper. Burekatod to the Christian Church (Disciplines of Christ) and commisted to free loquiry and excellence in undergradulate leaching. Sond latter of application, résumé, and all college transcripts to: Dr. Garv E. Ozummon, Doan of the College, Eureka College, Eureka, il linois 61510. Rosal opportunity emplois er.



Alabama Southern Community College **FACULTY POSITIONS** AVAILABLE

ENGLISH: (Two positions—one at the Menroeville campus and one at the Thomasville/Domopolis campuses). Reporting to the Chair of the Division of Language and Fine Arta, these instructors will teach a full load of developmental, freshman, and sophomore level English courses including basic writing, freshman English composition, English literature, American literature, and world literature. Academic advising of students is required. Parlicipation on assigned institutional committees and sponsorship of a student organization are required. Minimum qualifications include a Master's Dogree with at loast 18 graduate semester inglish teaching experience at the college tevel is highly preferred. Experience and cituational background qualifying one for teaching technical writing, reading, and/or introductory speech courses is desirable.

able.

BUSINESS ADMINISTRATION: Reporting to the Chair of the Division of Social Science and Business, this instructor will teach a full load of freshman and sophomore level business administration and business technology courses including principles of business, principles of economics, principles of management, principles of marketing, business law, principles of supervision, entropreneurship and other similar types of courses. Academic advising of students is required. This instructor will also develop and teach specialized business related courses as needed by local businesses and industries in the specialized Business. The person in this position will be a member of certain institutional committees and may sorve as the faculty sponsor to the SIFE program (Students in Free Enterprise). Minimum qualifications include a master thours (27 graduate querien hours) of course work in business administration. Teaching experience at the college level is highly preferred. Experience in management/supervision and enterprenouship or other equivalent experience is preferred.

equivalent experience is preferred.

The above positions are full-time, tenure-track positions for nine months annually. They require good organizational, communication, advising and planning skills, as well as the skillty and desire to provide quality services to students and other clients of the College with diverse cultural and aducational backgrounds and learning capabilities. These positions will begin on September 6, 1992. Salary levels will be determined by educational attainment level and years of applicable experience according to the State of Alabama Salary Schedule "D" for faculty. The salary range will be from \$22,886 to \$39,120 for nine months. Summer employment for teaching faculty is dependent upon the schedule of classes offered, student enrollment, and availability of funds. The salary range for a full-time summer load is \$7,062 to \$12,084.

APPLICATION PROCEDURES: Submit a completed official applicables.

salary range for a full-lituo summer load is \$7,062 to \$12,064.

APPLICATION PROCEDURES: Submit a comploted official application form or lotter of application; a résumé showing educationel degrees extract, employment history, and other pertinent eltelaments or experiences; copies of transcripts (official transcripts are not necessary unless hired) from all colleges attended; and the nemes, addresses, and telephone numbers of three professional references to Dr. Ken Hudson, Dean of Academic Affairs, Alabama Southern Community College, P. O. Box 2000, Monroeville, Alabama 35461. The initial deadline for applications is july 10, 1992, Applications will be accepted until the positions are filled, incomplete applications may not be accepted. The most highly qualified applicants will be notified of the interview date, GENERAL INFORMATION, Alabama Southern College.

GENERAL INFORMATION: Alabama Southern College is a com-GENERAL INFORMATION: Alabama Southern College is a comprehensive, public, two-year community college, with a reputation for the quality of its programs and services, which is located in the heart of tural Alabama. In the Fail Quarter of 1991, approximately 2,000 students were enrolled in the various programs offered by the College. Ethnic minority students comprised 21% of the student body. The College is undergoing a period of significant development which offers faculty a dynamic and challenging professional environment. ASCC is a member of the Alabama College System but maintains its own mission and goals. The College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

Alabama Southern Community College is an Equal Opportunity, Affirmative Action Employer

MUSIC POSITION Adams State College

instructor/Assistant Professor (tenure track) to direct marching band, concert and pep bands, and jezz ensemble; teach related methods courses. Required: master's degree (dootorets preferred); college/school exparience as band director; ability to work with public schools. Band letter, résumé, transcripts, names of three references, eudio and video parformance tapes to: Dr. John Frezes, Dean; School of Arts and Letters; Adems State College; Alamosa, CO 81102; (718) 588-7438. Screening begins July 13, 1982. Late applications may not receive full consideration. AA/ECE.

Chemistry: Atlanta Metropolitan College, a con-residential two-year unit of the Ual-versity System of Georgie, announces the coponing of a full-time, non-tenure-track Chemistry faculty resident effective Septecuber 1, 1992. Located in the coulinvast-orm section of the city, AMC Graws students from throughout the metropolitan area. The prefromannity African-American student body varies widely to age, background, scademic experience, and education and acquainted student body varies widely to age, background, scademic experience, and education and acquainted student body varies widely to age, background, scademic experience, and education and acquainted student body varies widely to age, background, scademic experience, and education distribution. Public Relations: Director of Communications/Public Relations: Director of Communications/Public Relations: Director of Communications, State Board for Communications of State and Commission and Saturday classes. Applicants must have a master's degree (unlintum) or doctorate (preferred) in the development and coordination of state-wide and regional communications include a patentian of 30 graduate quarter for the preferred in the development and coordination of state-wide and regional communications include a patentian of 30 graduate quarter for the preferred in the development and coordination of state-wide and regional communications include a patentian of 30 graduate quarter for the preferred in the development and coordination of state-wide and regional communications include a patentian of 30 graduate quarter for the proposition and the proposition of the missipam of 30 sraduale nurser hours in chemistry. Colicas teachins experience is preferred; evidence of superior teaching and additive steedard. Experience in the use of computers, computer-audited instruction, and ishops yet safety is favored. Appointment with he made at faculty rank and sale-ry based upon essimilations and experience, within the budgetary parameters of the College and the University System: To apply, send a detailed vite, a letter of empiration, and copies of olicinal transcents to Dr. Barbara Morean, Chair, Natural Science and Mathematica Division, Alfanta Metropolian College, Exx 10, 1810 Seeward Avenue, SW. Adanta, Deorgia 30310. All plateria should be considered used the position in the considered used the position is a family to considered used the position in America and Add in an Equal Opportunity. Afamaiyo Action insultation.

FACULTY POSITIONS

(contingent upon funding)

CALHOUN COMMUNITY COLLEGE, Decatur, Alabama, is a comprehensive community college with an enrollment of approximately 8,000 students. The College is seeking candidates for the following faculty positions listed with minimum requirements. Beginning data is September 1, 1892.

 ACCOUNTING, ART, MATHEMATICS, SOCIOLOGY/PSYCHOLOGY, SPEECH Master's dagree with 18 graduate semester hours in teaching discipling Application deadling: June 29, 1892,

• ENGLISH: Mester's degree with 18 graduate semester hours in English. Application deadline: July 8, 1882.

 REFERENCE/PERIODICALS LIBRARIAN: Master's degree in intrary acience, intrary made, or other fields from school accredited by ALA. Application deadline: June 26, 1992. PARALEGAL (HALF-TIME): Jurie Doctorate or Master's degree with 18 graduate semester hours in paralegal or law. Application deadline: June 26, 1888.

PRACTICAL NURSING: Master's degree in nursing CR Bachelor's degree with 27 semester hours in nursing, current license as registered nurse in Alabame, and three years' (ull-time experience in nursing, Application dead-line; date 26, 1992.

COSMETOLOGY: Bechelor's degree. 27 semester hours or specialized coursework equivalent to technical college program in cosmetology, three years' full-time experience as a practitioner in cosmetology, and State Board of Cosmetology instructor's ilcanse. Application deadline: July 8, 1982.

APPLICATION PROCEDURE: Candidates must submit a letter of Intent, a résumé, and college transcripts by the deadline date to the Office of Human Resources and Lagal Affairs. P. O. Box 2218, Decatur, AL 35608-2218. For further information, cell 205/353-3102, ext. 318.

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

EXTENSION AGRONOMIST Alfaifa Production and Forage Systems

Department of Agronomy and Range Science University of California, Davis

Academic career track position. Assistant Extension Agronomist (.80 FTE Cooperative Extension (CEV.20 FTE Agricultural Experiment Station). Educational responsibilities include leadership of statewide extension education programs in alfalfa production and forage systems, coordination of workgroup activities, training and education for CE Countyl/Area Advisors, preparation of educational materials and presentation of information at inclusing andior public forums. Research responsibilities include leadership and coordination in planning and conducting applied research activities related to the ecology, physiology, plant breeding, genetics, pest management, solifyliant nutrition, forage quality and water resource management of alfalfa and lorage systems with departmental and interdisciplinary groups. He/She will develop an applied research program of some aspects of forage production and utilization that are crucial for sustained economic vitality and good environmental quality of California and will coordinator the statewide cultivar and germinam evaluation program. Responsibility for developing programs to meet the regulations and University, Campus and Division policies and procedures related to chil rights, affirmative action, and equal employment opportunity. Ph.D. or equivalent level of experience in agronomy, crop physiology, crop ture is highly desirable. Send a statement of interests in extension education and research interests, curriculum vitae, publication list, reprints of key publications (up to five), copies of undergraduate and graduate transcripts, and the references by September 1, 1992, to Dr. James E. Hill, Search Committee Chair, Department of Agronomy and Range Science, University of California, sity of California is an Affirmative Action, Equal Opportunity Employer.

THE UNIVERSITY OF SOUTHWESTERN LOUISIANA

College of Education Department of Curriculum and Instruction P. O. Box 42051 Lafayette, Louisiana 70504

TENURE TRACK POSITIONS FOR JANUARY 1993

Assistant Professor in Elementary Mathematics Methods. Responsibility for research and teaching undergraduate and graduate course in elementary math methods security responsibilities could include teaching one beginning course in educational bedinning using Apple and Macintosh computers. Contact parson: Dr. Carol Whelen, Chair of the Search Committee.

Chair of the Sasrch Committee.

Qualifications and Procedures:
1) Candidate must hold, or will hold by January 1992, the Ed.D. or Ph.D. from an institution which is accredited by the regional association.
2) Candidates must have elementary school beaching experience.
3) Publication and/or presentation and/or grant writing a plus.
4) Letter of interest transcripts, vite and three letters of reference must be sent to Dr.

The University of Southwestern Louisiena is a senior institution with 16,000 students in sight colleges and offers several Ph.D. programs. The University enjoys a location with a rich cutture, and a feverable climate and cost of living.

relevant discipline. Prior experience in community education will be considered in lieu of educational requirements. \$2,699-83,455/month plus benefits, Contra Costa I, 1992, and will continue until qualified

We are an LEO Employer

NURSING FACULTY

SUNY Plattsburgh's Department of Nursing toutes applications for a full fine tenure-track position in its NLN accredited by calcurate program which serves both baccalaureate and RN transfer students beginning Fall 1992. serves both baccalaureate and RN transfer students beginning ran 1992. SUNY Platisburgh is a comprehensive, conducational institution that offers more than 50 academic programs of study to approximately 6,000 undergraduate and graduate students. SUNY Platisburgh is known for its academic excellence, friendliness and affordability I control in an area noted for its recreational activities, Platisburgh is one brane's drive from Montreal, Builog-lon, VI and Lake Placial, NY, with easy access to Buston, Albany and New York City.

Responsibilities include classroom and clinical teaching, academic advisement along with college and departmental committee responsibilities

The successful candidate must have an entired doctorate or specified date of completion in Nursing or related field, Master's degree in pediatrics with experience teaching undergrachiate students along with evidence of commitment to cultural diversity and ability to prepare individuals to function in a culturally Salam to committee and experience. Salary is compelitive and commensurate with qualifications and experience.

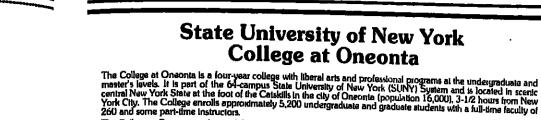
Application deadling is June 30, 1992. The commutes will screen candidates applications immediately upon receipt. Substitions will be made as soon as possible, but recruitment will continue until position is filled. Send letter of application, vilae and three current letters of reference to

Chair, Search Conneillea c'o Office of Personnel SUNY Platisburgh Box 1750-425 Plaitsburgh, New York 12'X)]

SUNY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Computer Science: Faculty position available. Computer Science pusition requires a Master's Degree in Computer Science function requires a Several years' experience teaching at the College level. An understanding smd appreciation of the primary importance of teaching at the undergraduate level, A desire to help them meet their colleging and professional goals. Salary: \$13,000-\$17,000 Application deadline; June 30, 1992. Send the undergraduate for the primary importance of teaching the second section of the primary importance of teaching the second section of the primary importance of teaching the primary importance of the primary importance of the primary importance of teaching the primary importance of

required. Course work and work experience in computer information systems must include systems analysis, design and analysis of Algorithms, Paten string; program design, coding and testing; program design, coding and testing; program design, coding and testing for a string control of the string program design, coding and testing for a string for a string



University of Hawaii at Manoa **Department of Psychiatry**

ASSOCIATE PROFESSOR, 14-1M, or ASSISTANT PROFESSOR, 13-1M, Postion Numbers 83700, 83707, 83712, 83540, 83541, 83544, 83549, 83552. Department of Psychiatry, John A. Burns School of Medicine, position clearances. The Linburstity of Hawali School of Medicine and the State of Hawali Mental Health Division are Jointly recruiting Psychiatrisy for the Hawali State Hospital, This newly built 200-bed facility will be the core inpatient program for the State's community based mental health centers. Positions will be responsible for the care and treatment of the chronically mentally ill and for the teaching and training of medical students and residents. Milamum Qualifications: M.D. degree, eligible for Hawali license (NBME or FLEX). BEBC, clinical experience and interest in Chronic Mental liliness/forensic Psychiatry/Adolescent Psychiatry. Must have teaching experience with medical students and residents. Desirable individual's qualifications and work experience. Salary commensurate with McDermott, Jr., M.D., Prof. and Chairman, Dept. of Psychiatry, Lily School of Medicine, 1356 Lusitana Street, 4th Floor, Honolulu, Hawali 96817. ASSOCIATE PROFESSOR, 14-1R, Position Number 83718, Department of Psychiatry, Linha A Burns School of Medicine, Ichna A Burns of Medicine, 1356 Lusitana Street, 4th Floor, Honolulu, Hawall 96817.

ASSOCIATE PROFESSOR, 14-1R, Position Number 83718, Department of Psychiatry, John A. Burns School of Medicine, 100% FTE, to begin approximately July 1, 1992, pending funding and position clearances. The University of Hawall School of Medicine and the State of Hawall Mental Health Child and Adolescent Division are jointly recruiting Psychiatrists/Faculty its Hospitals and Clinics. This position will be responsible for developing Inpatient and Outpatient Clinical Psychology Programs in the Division of Child and Adolescent Services. Teach and train medical students and psychiatry residents. Provide clinical inpatient and outpatient services for Child and Adolescent hospitals and clinics. Minimum Qualifications Ph.D. in Psychology, Certified and licensed Experience in an academic setting and institutional outpatient/inpatient programs for children and adolescents. Experience in development of programs for children and adolescents. Destrable Qualifications Scientific publications. Appointment will be based on applicant's qualifications and work expedents. Salary will be commensurate with qualifications and experience. Send CV and 3 letters of reference to John F. McDermott, Jr. M.D., Chairman, Department of Psychiatry, LiH School of Medicine, 1356 Lusitana Street, 4th Ploor, Honolulu, Hawall 96817.

TREASURE VALLEY COMMUNITY COLLEGE Lehigh County Community College

FULL TIME/TENURE TRACK FACULTY POSITIONS

BULLETIN BOARD: Positions available

State University of New York

College at Oneonta

The College at Oneonta seeks candidates for the faculty positions described below. Special consideration will be given to candidates who can contribute to the overall College mission in the areas of general education and cultural diversity. Candidates who are eligible for joint appointment in their field and in Black-Hispanic Studies or Women's

Education: Curriculum

Responsibilities include teaching undergraduate and graduate courses in reading/language arts. Elementary or middle school teaching expertence required. Expertise in educational technology, middle school education, or rural education desirable. This position is a one-year temporary appointment with the possibility of a tenure track appointment in 1993-94. Review will begin immediately.

Education: Foundations of Education
Responsibilities include teaching graduate and undergraduate courses in philosophical, historical and social foundations and education law. K-12 and college leaching experience preferred. Expertise in multicultural education, rural education, or adult education desirable.

rural education, or adult education desirable.

Secondary Science Education: Science Education/Biology

Dual appointment in Education and Biology Departments. Responsible for: undergraduate/graduate secondary science methods, some elementary science methods, supervising students in field experiences and student teaching, teaching undergraduate lab techniques course in biology and a biology course for non-majors. This position may involve administrative coordination of all science teacher education programs. Preference will be given to applicants with one or more of the following: middle/secondary level science teaching (minimum 5 years), grant writing, experience in environmental education, experience with staff development, knowledge/experience with use of educational technologies, earned Ph.D. in science education, graduate degree in biology with emphasis in ecology or environmental biology, experience in higher education with teaching and supervision.

environmental biology, experience in higher education with teaching and supervision.

Unless otherwise noted, appointments will be full-time and will typically be tenure track at the Assistant Professor level; some senior level appointments are possible depending upon qualifications and experience. Preferred qualifications include earned doctorate in appropriate field and previous experience including classroom teaching as appropriate. Persons appointed to the positions will be expected to demonstrate teaching excellence, continued scholarly involvement, and service to the Collega. To assure full consideration, material should be received by July 6, 1992. Searches will continue until positions are filled. Qualified candidates should send a letter of application, returne, and three letters of reference to: Vice President for Multicultural Affairs, Netzer Administration Building 301, Box C, State University of New York, College at Oneonta, Oneonta, NY 13820-4015. As an Equal Opportunity, Affirmative Action Employer, we encourage applications from women and members of minority groups.

College at Oneonta

Mathematics: teach courses from remedial and developmental to differentia equations. Master's degree in Mathematics required, Doctorate preferred. Hotel/Restaurant/Hospitality Management: teach courses in food preparation, hospitality management and food laboratory (commercial kitchen). Degree in Culmary Arts, Hospitality, or related field required. Master's preferred. Work experience in this industry and teaching experience required.

Biology: teach courses in Biology, Anatomy and Physiology and upper levels of Biology. Master's degree in Biological Sciences or appropriate discipling required. Doctorate preferred.

Nursing: teach nursing in the classroom and varied clinical settings. MSN required. Medical/Surgical and Pediatric specialty areas preferred. Must be eligible for Pennsylvania State licensure.

Psychology/Soctology: teach courses in Psychology and Sociology. Master's degree in Sociology or Psychology required. Doctorate preferred. Lehigh County Community College, located on an attractive suburban campus, is near Allentown, PA and has a credit enrollment approaching 5,000 students.

Send letter of application and resume by July 15 to: Lehigh County Community College Director of Human Resources 4525 Education Park Driva Schnecksville, PA 18078-2598

EOF/AA

Elizabethtown E

OCCUPATIONAL THERAPY

Applications are being accepted for a position in The Department of Occupational Therapy. Elizabethtown College is a private comprehensive/illseral arts college which confert a bacca-larcase degree. Students are accepted into the four-year occupational therapy major as freshmen. Applicants should be registered occupational therapists with a Master's degree, (doctorate or doctorate in progress given special consideration) and a trainmunt of direc years of clinical experience in psychosocial dysfunction. Teaching experience is preferred. Primary traching responsibilities include psychosocial rehabitation and group dynamics. Other course content areas may include media, human development or activity analysis. Active participation is professional activities, college controlline service, and student advis-ing are expected. The position is a nine-month appointment which can lead to a tenure-match position available by full 1992.

To apply, please send letter of application, consculum vitae, natures and addresses of three references, and transcripts to Martha A. Farver-Appar, Director of Personnel, Elizabethtown College, One Alpha Druce, Elizabethtown, PA 17022. Applications will be received until position is filled. AA/EO.

RBase and DBase), expert systems (CLIPS and NEXFERT), simulation models and allucultural prescriptions. Evaluate software, design and develop algorithms such as interclical communications (Windows DDE, X Selection and RPO/XFD), embedded rulebase/database functions. Systems are developed in C and FORTRAN, embedded SQL, PHIGGS, XView, XI tookkils and Xibis. Maintain software and manage laboratory computer resources, coordinate individual projects, assist in research and teaching, and supervise graduate students and student workers. Requires Bachelor of Science in Computer Science, and complained of the following Computer Science, ourses, or the squipelant (I) Operating Systems; (2) Networks and Distributed Processing; (3) Computer Graphics; and (4) Computer Vision. Apply at the Texas. or

Computer Services: Mansfield University seeks to full a management technical services technician job vacancy as soon as possible. The duties of this position percompass several types of technical equipment—micro computers, computer peripherals, ERICSSON talephone equipment, LAN and WAN equipment, cable IV equipment and include: first tevel repuir, installation, configuration, software and hardware uperades, problems revolution. This position thares in 24 hour 7 day a week enterency overage for critical equipment. Salary is in accordance with management plan—\$25,249-\$28,465. Preference will be given

TREASURE VALLEY COMMUNITY COLLEGE is a public two-year com-prehensive community college, located in Ontario, the heart of Eastern Oregon recreational opportunities. It serves its district as the only pro-vider of higher education. The College has an enrollment of 1440 FTE and over 6000 head count in transfer, vocational/technical, and community education programs.

ENGLISH INSTRUCTOR: Temporary, full-time faculty assignment to fill va-cancy due to leave of absence for 1992-93 academic year with possibility of second year assignment for 1993-94. Master's in English or related field with minimum of 18 qt. hrs. graduate credit in English/Literature required. Instruc-tor will teach full range of English courses including developmental English, freshman classes and literature. Other duties as assigned may include after-noon and evening classes.

PHYSICS/MATHEMATICS INSTRUCTOR: Full-time faculty assignment to teach calculus-based physics, engineering orientation, physical science, and full range of mathematics courses from elementary algebra through calculus including Fundamentals of Elementary Math. Master's in physics or related field with major in physics, calculus, or engineering required.

MATHEMATICS INSTRUCTOR: Temporary, full-time faculty assignment to fit vacancy due to leave of absence for 1992-93 academic year. Instructor will teach full range of mathematics courses from elementary algebra through calculus including Fundamentals of Elementary Math as assigned. Master's in mathematics or related field with minimum of 18 qt. hrs. graduate credit in mathematics or related field with minimum of 18 qt. hrs. graduate credit in math required.

math required.

SOCIOLOGY/LAW ENFORCEMENT/CORRECTIONS - INSTRUCTOR/COORDINATOR: Full-time laculty position requiring duties at both the College
and Snake River Correctional institution contingent upon passing all security
screening criteria for Oregon Department of Corrections. Duties include development of curriculum and instruction of courses in sociology, criminal
justice, and/or law enforcement and interagency coordination of classes and
curriculum with law enforcement agencies and correctional institution. Master's degree with heavy emphasis in sociology (minimum of 1.2 qt. hrs. graduate credit) and law enforcement/corrections required.

Minority and/or female applicants are especially encouraged to apply. These positions will remain open until filled. Review of candidate materials will begin on July 13, 1992. Salary will be paid from the faculty salary schedule based on education and experience with an excellent faculty tringe benefit package. For detailed position vacancy announcement and application procedure contact: Personnel Office, Treasure Valley Community College, 650 College Boulevard, Ontario, OR 97914; phone 503-889-6493 ext. 227.

TREASURE VALLEY COMMUNITY COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

to individuals with ERICSSON telephone experience. Please submit your letter of intent, three current (1991-92) letters of recommendation and transcripts (if appropriate) to: Position M-25, Human Resources Department, Room G-1 Alum Hall, Man 167933. Review of applications will begin on or about June 15, 1992 and confines until the position is filled. Manafield University is an Affirmative Action Employer and encourages the applications of women, minorities and persons with disabilities.

Computer Services: Technical Systems Manager. Provide managerial and technical apport services to the Department of Residential Life for the operation of an 18M System/36 and PCs. Develop and deliver agreed of the delivery of officarapus courses/programs to assigned outcomes application and management of the delivery of officarapus courses/programs to assigned outcomes, statistics spatiations.

ery of off-campus courses/programs to as-signed outreach site; assistance in the de-velopment of educational concretion with service area escondary institutions; server as liston between the campus and the out-reach site coordinators and off-campus fac-uity as well as work with community, busi-ness and labor leaders in identifying and developing new programs to meet educa-tional needs in the vertous outreach sites. Hypology hours will be included in regular work load. To apply, submit letter of appli-cation and resume including three refer-ences by July 17, 1992, to the Office of Per-sonnel Services, Barton County Communi-A list of application deadlines every week in The Chronicle.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT INSTRUCTOR POSITIONS **BIOLOGY, MATHEMATICS, SOCIOLOGY** Richland College, Dallas, TX

Richland College, part of the seven-member Dallas County Community College District, is seeking applicants for three full-time instructor positions. For applicants who are doctoral candidates, a 60% contract is acceptable. Richland, the largest DCCCD college, provides an exciling fearning environment for over 12,600 credit and 11,000 continuing education students.

BIOLOGY. Position teaches biology courses, including evening classes as needed; serves on commit-tees, advises students, and selects textbooks. Requirements: master's degree in biology, one year of teaching experience in biology at the college or university level, and demonstrated computer skills.

MATHEMATICS. Position teaches math and developmental math courses, including evening classes as needed; serves on committees, advises students, and selects textbooks. Requirements: master's degree in mathematics (degrees in other subject areas are not acceptable unless they contain equivalent training in mathematics), one year of leaching experience in mathematics or developmental mathematics at the college or university level, and demonstrated computer skills.

For application and consideration for these two positions, please send a letter of interest and copy of graduate transcripts to: Ms. Ruth Ruthyan, Math/Science/Technology Division, Richland College, 12800 Abrams Road, Dallas, TX 75243-2199.

SOCIOLOGY. Position teaches varied sociology courses in traditional and non-traditional modes, including evening classes, and serves on college committees. Requirements: master's degree in sociology, one year of teaching experience in social science quantitative methods, demonstrated ability to teach social science quantitative methods and to use multimedia technology and computer assisted instruction, ability to involve students experimentally in sociology, and demonstrated computer skills.

For application and consideration please send a letter of interest, résumé, and copies of all undergraduate and graduate transcripts to: Ms. Karen Hudson, Social Science Division, Richland College, at the address in the above paragraph.

Annual salary minimum for instructors is \$29,000, along with excellent benefits. A DCCCD application will be sent to all applicants for completion and return. All application materials must be received in the Division Office by the deadline: July 10, 1992.

EEO/D/AA Employer

FACULTY POSITION MULTIMEDIA/COMPUTER ARTS

COLUMBIA COLLEGE CHICAGO is accepting applications for a Multimedia/Computer Arts position in the Academic Computing Department available September 1992.

Teaching introductory and advanced courses in multimedia; developing new courses in computer arts and applications; working with other departments, especially Television and Radio/Sound, are some of the challenges awaiting an expefienced multimedia/computer arts leacher. An advanced degree must be combined with expertise in multimedia and of least one of the following: 3-D animation, computer graphics, computers and video or interactive information

The department computer equipment includes Amigas, MacIntosh, IBM/Targa systems and Silicon Grophics work stations. Faculty expertise in computer imaging, 2-D and 3-D animation, artificial intelligence, computer science and hypermedia is combined with a strong emphasis on undergraduate teaching.

Columbia College is an urban, open admissions insti-tution of 7,000 undergraduate and graduate students emphasizing arts and communications in a liberal education setting. We offer a competitive salary and benefits package. Minority and Women candidates are strongly urged to apply.

Please send letter of interest and curriculum vitae to: Multimedia/Computer Arts Search **Human Resources Department**

COLUMBIA COLLEGE CHICAGO

600 South Michigan Avenue • Chicago, Itinois 60605-1996 Equal Opportunity Employer M/F/D/V

ty College, Rural Route #3, Great Bend, Kansas 67530, EOE.

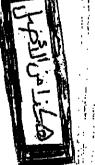
Courseling: College of Southwest Washington Coars seeks full-time, tenure track counselor. Training and experience in assessment and accommodation of specific learning disabilities preferred. Appropriate master a required. Screening beains June 22, 1992. Control Lucy Fridell, Grays Harbor College, 1620 Edward P. Smith Drive, Aberdeen, Washington 98520; 205-532-9020, extension 217. EOE.

Counseling: Opening for Counselor/Lab Coordinator who is assigned to the Student Affairs Division and is under the supervision of the Associate Dean for Enrollment Management. The position is full-time for twelve months. The individual is reasonal recomment. The position is full-time for twelve months. The individual is reasonal recomment.

sion of the Associate Dean for Enrollment Management. The position is full time for twelve months. The individual is reasonable for coordinating counseling services, assessment, teaches part-time in the developmental lab and provides coordination of the developmental lab. This individual must possess a muster's degree in counseling. Experience varieties in an educational satisfar with adults is required. Computer knowledge and experience in college level developmental lab services is helpiti. Contact Southern Arkanasa University of Technology Business Office at (501) 574-368. Applications will be considered on June 19, 1991. Consideration will continue until the position is fulled. EDE.

Counseling / Career Services: Dutchess





Bainbridge College

Faculty Vacancies

Department Chairperson for Developmental Studies: 12-month tan-ure track. Recruits, orients, supervises, and evaluates faculty and staff; plans class schedules, curriculum development; plans and executes the instructional service, and research functions of the department, and performs other duties as assigned. Begins August 1 reporting to the Vice President of Academic Affairs. Must meet instructor qualifications as described below for instructor of reading or English plus the equivalent of three years' full-time teaching exper-ence in developmental education, protectably of the collegiate level. Doctorate and academic administrative experience are preferred.

Instructor of English and Instructor of Reading: These two positions are 9-month, tenure-track. Duties include teaching 15 credit hours per quarter, serving on assigned committees, and advising students. Evening teaching is part of the assigned load. Requires a Master's degree in reading. English developmental or adult education with a minimum of 18 graduate semister hours (27 quarter hours) in the subject field, English or reading Teaching in the community college and experience with computer-assisted instruction is highly desirable. Successful candidates will display a commitment to the teaching-learning process in the two-year college. English September 1

About Balnoridge College: Located in southwest Georgia, Balnoridge College is two-year, nonresidential college situated on 173 acres of native pine and oak adjoining a lake. A two-year unit of the University System of Georgia, the College serves 1,000 credit students. The college offers transfer and technical career programs plus a varied program of continuing education.

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Instructor, Sociology/ Anthropology 10-month, tenure track

Minimum qualifications: Master's degree in Sociology or Anthropology or related area, and college teaching experience

Responsibilities: Under the supervision of the academic dean, responsibilities include but are not limited to loaching courses in sociology and anthropology. sing innovalive curriculum with a multicultural and gender-fair perspective; providing loadership for the creation of effective, collaborative learning structures, developing new degree programs as appropriate; participating on

Instructor, Psychology 10-month, tenure track

Minimum qualifications: Master's degree in Psychology or related area, and college teaching experience

Responsibilities: Under the supervision of the academic dean, responsib include but are not firmled to teaching courses in psychology, developing innovative curriculum with a multicultural perspective, providing leadership for the creation of effective, collaborative learning structures, developing new legred programs as appropriate, participating on college committees, advis-

Salary: Starting salary: \$31,009 Anticipated starting date: August 25, 1992 Equivalenties: Applicants who do not meet the minimum qualifications as tated are encouraged to put in writing precisely how their background and experience have prepared them for the responsibilities of this position and by providing appropriate references.

Application procedure: 1) By letter, phone (203 774-1180, Ext. 327) or in person request and complete an application form from Office of the President, Quinebaug Valley Community College, 742 Upper Maple Street, Danielson, CT 08239 Application deadline; July 7, 1992.

Affirmativa Action/Equal Opportunity Employer M/F

State University of New York

Can an analysis and an analysis and an an analysis and analysis and an analysi

College of Agriculture and Technology at Cobleskill

TEMPORARY EARLY CHILDHOOD INSTRUCTIONAL POSITIONS

Two temporary appointments to begin August 24, 1992. One position: To teach courses in child growth and development and early childhood curriculum and methods. Second position: To teach courses in foundations of education and early childhood methods. Experience with practicum supervision desirable. Master's degree in early childhood or child development and teaching experience both at college level and with young children. Salary is dependent upon training and experience. Fringe benefits are excellent. Search committee with begin deliberations on June 30, 1992. Submit letter of application, transcripts or copies thereof and a current résumé including the names and addresses of three references to:

Dr. Renée Scialdo Shevat Director of Human Resources Management State University of New York College of Agriculture and Technology Cobleskill, NY 12043

An EO/AA Employer

Research/Religious History

Research Associate/Coordinator to seelet Indiana Religious History Association and POLIS Research Center at Indiana University-Purdue University at Indianapolis in planning a multi-year project on religion in Indianapolis history and researching and writing the religion section of the Encyclopedia of Indianapolis. One-year appointment with possibility of reappointment. Starting data: September 1, 1892, or as soon as possible thereafter. Requirements: Doctorate or ASD in community/social history, religious studies, or sociology of religion. Selary. \$25,000/year plus university fringe benefits. To apply, sand letter, vita, and names, addresses, and telephone numbers of three references to Religious History Project, POLIS Research Center, CA 301, 425 University Styd., Indianapolis, in 48202-5140. Review of applications with begin on July 15 and continue until position is filled. AA/EOE.

counseling Psychology: Counsellus Center, Staff Psychology: The University of Restucky Counsellus Center is seeking a strong generalist in counsellus or ciluical psychology interested in working with a team of dedicated professionals in a dynamic and highly visible counsellus center. Experience reculted in individual and group psychology: Crisis intervention, career assessment, consultation and outreads. Interestence interestence in learning distributions and three therepsychology in the counsellus center assessment, consultation and outreads. Interestence protects in learning distributions and three references to lob \$10537. East Maxwell Street, Lexington, Rentucky 252 East Maxwell Street, Lexington, Rentucky 4508-251. Counselor Education at The University of Rentucky 4508-251. Alabama is acting applicants for a three-year of related professional caperience, prolembly in a college counseling center setting. Aprileanty must be eligible for because of position to support instructional seeds on its main campus and its off-compus education. Aprileanty sust be eligible for because of the content of the

Counselor Education: The Program in Cousselor Education at The University of Alabama is speking applicants for a three-year (academic year) appointment in a non-terture estation to support instructional needs on its main campus and its off-counts educational center. Daties are to include teaching and apparent out on the three (3) CACREP-accredited programs on campus and specialty courses to School Counseling and appetative courses and specialty courses and counseling and appetation of Counseling and appetation of Counseling and specialty courses to School Counseling and specialty courses to School Counseling at the Candedon Educational Counter, Qualified candidates must have a

Teachers College, Columbia University DEPARTMENT OF EDUCATIONAL **ADMINISTRATION**

Assistant/Associate Professor One-Year Term Appointment

The Department is seeking an assistant/associate professor for a one-year term appointment, renewable, with primary responsibility for supporting doctoral students engaged in field-based research protects in urban educational centers. Design the development of multi-faceted computer-based school system simulation. Qualifications: Earned doctorate in educational administration or related area with demonstrated abilities in qualifiative and quantitative methodologies. Experience in urban, multi-cultural school settings preferred.

Review of applications will begin June 22 and continue until successful. Cur-riculum vitae should be sent Immediately to Professor Frank Smith, Box 67, Teachers College, Columbia University, New York City, NY 10027. Teachers Coilege, Columna University, New York Lty, IT 10027.

Teachers College as an institution has long been committed to a policy of equal opportunity in employment in offering higher education in the discipline areas of education, psychology, and health services, the College is committed to providing expanding employment opportunities to minorities, in its own activities and in society. Candidates whose qualifications and experience are directly relevant to complementary College priorities (e.g., urban and minority concerns) may be considered for a higher rank than advertised.

> Teachers College Columbia University 525 West 120th Street New York, New York 10027

The Martin and Margy Meyerson **Professorship of Urbanism**

The Search Committee for the Martin and Margy Meyerson Professor-ship of Urbunism is pleased to announce that it is currently accepting the applications of qualified candidates.

the applications of qualified candidates.

A cross-disciplinary chair, this professorship of urbanism is designed for a distinguished sentor scholarship specializing in the field of urbanism. He or she should possess a demonstrated capacity for public thinking on issues related to the planning, design and/or management of contemporary cities and metropoliten regions. The initial holder of this chair will be appointed as a faculty member in a department of the Graduate School of Fine Aris. The chair holder is expected to function across departmental lines within the School and other University of Pennsylvania departments having a significant interest in urbanism. Specifically, he or she will be expected to chair doctoral committees at the School of Fine Aris, and serve on doctoral committees at other schools within the University.

Interested candidates should forward their curriculum vitae to the Search Committee Chairperson, Professor Peter D. Linneman, Director, The Wharton Real Estate Center, Lauder-Fischer Hell, Third Floor, 256 South 37th Street, Philadelphis. PA 19104-6330. The Center's telephone number is 215-898-9987.

The University of Pennsylvania is an equal opportunity employer.

General Psychology Faculty Position METROPOLITAN STATE UNIVERSITY

Full-time probationary position. Teach up to five discipline courses and one individualized educational planning course a year; develop a system for orientation and degree planning for new psychology students; coordinate all sections of general psychology; revise general psychology curriculum; assist in developing graduate program in professional psychology. A doctoral degree in psychology or related discipline, minimum of 2 years' teaching experience in general psychology required. Minneaota licensed or license eligible required. Screening of candidates will begin no sooner than August 10, 1992 and will remain open until a suitable candidate is found. Appointment date: September 25, 1992 or as soon after as possible, for additional information, call (612) 772-7707. Submit a letter of application, resumé and the names, addresses and telephone numbers of four references to General Psychology Search Committee Chair, Metropolitan State University, 700 East 7th St., St. Paul, MN 55106-8000.

An Affirmative Action, Equal Opportunity Employees.

An Affirmative Action, Equal Opportunity Employer Minnesota State University System

doctorate in Counselor Education and experience in School Counseling, Graduation from a CACREP program is preferred. Women and minority candidates are encouraged to apply. Applications will be received and reviewed through luty 15, 1992 or until a suitable applicant is identified. Campus responsibilities will begin on August 16, 1992. A vita, copies of graduate transcripts, and cancel addresset transcripts, and cancel addresset transcripts, and cancel addresset transcripts, and cancel addresset transcripts. Carlotte transcripts, and cancel addresset transcripts, and cancel addresset transcripts. Carlotte transcripts, and cancel addresset transcripts. The University of Alabama, Tucadossa, Alabama 3484-7031. The University of Alabama, Tucadossa, Carlotte and Tucados and Carlotte and Carlott

criminal Justices Tenure track position in Criminal Justice beginning September 1, 1992. Responsibilities include teaching a variety of undergraduate courses, advising majors, and assisting with student organizations. Ph.D. in Criminal Justice or close-ty related field preferred, but ABD and/or strong Master's coundered. Professional experience desirable. Rank and salary dependent upon qualifications. Send letter of application, current vitae, and names and organization and an experience to R. J. Whush, Criminal Justice Program, Langium Box 8101, Georgia Southern University, Statesbore, Georgia Mode-Soli-Annium Box 8101, Georgia Southern University is an Affirmative Action, Equal Opportunity institution. The analysis of application are subject to public inspection under the Georgia Open Records Act.

ing and administrative experience in public schools; knowledge in Bold of Elemanmentury Education and Administration. Salary commensurate with qualifications. Send letter of application, returned, the entering the

To Apply: Mail a letter of application, a vita, unofficial transcripts for initial review, and names of three references complete with arthresses and phone numbers to: Developmental Studies Search Committee, c/o Academic Affair, Beinbridge College, P. O. Box 953, Bainbridge, GA 31717-0953. Two positions, English and Reading, will be filled with one selected to be department chalperson. Applicants should specify in the cover letter their desire to be considered for both positions, instructor and chalperson. Salaries based upon qualifications and experience. Applications Due: June 25, 1992. AA/EOE.

Department of French

Eighteen-month, full-time subbatical leave replacement beginning with the spring semester. January 1993. continuing academic year 1993-94. Area of specialization open. Must be able to teach a variety of language classes on all levels; possibility of offering advanced literature course in specialization. Ph.D. and college-level teaching experience professed. Gottysburg College is a hour and one-half of the Washington/Baltimure area. Equal opportunity, affirmative action employer; women and minorities are encouraged to apply. Send letter, CV and letters of recommendation to Amie O. Tannenbaum, Chatiperson, Department of French, Gottysburg College. th, full-time sabbatical leave replacemen Chairperson, Department of French, Gottysburg College, Gottysburg, PA 17325. Roviow of applications will begin August 1, 1992 with on-campus Interviews in September

GETTYSBURG

CHADRON STATE COLLEGE Psychology/Counseling SEARCH REOPENED

Assistant/Associate Professor of Psychology/Counseling to teach graduate and undergraduate courses in Psychology and Counseling. Tenure track position effective August 21, 1992. Earned Doctorate in Psychology and/or Counseling; school counseling or college experience is desirable. Salary is competitive. Open until filled; review of position begins

Chadron State College, located in northwestern Nebraska, is a comprehensive state institution of 3,300 students, granting graduate and under-

Send a letter of application, three current letters of reference, personal résumé and transcripts to: Mr. Ron Busch, Personnel Office, Chadron State College, 1000 Main Street, Chadron, NE 88337-2890. EEO/AA Em-

program including research, service, and publication components. Applications will be accepted through August 1, 1992, or until the positions are filled. Submit letter of application, resume, all transcripts, and three letters of recommendation to Dr. Neil Amos, Head, Carriculum and Instruction, P. O. Box 6331, Mississippi State, Mississippi 39762. EOE/AAE.

Dance: Assistant Professor—tenura track. Misc-month appointment begins August 16, 1992. Salary negotiable, MPA or Pr. D. in dance perferred. Professional dance experience necessary. Ability to teach ballet and music for dance highly desirable. Teach all levels of Jazz. modern, and dance composition at the undergraduate level. Send letter of application, vita, and three letters of reference by July 6 to Edde Barnes, Search Committee Chair, The University of Alabama, Department of Theatre and Dance, Box 876239, Tuscalcosa, Alabama 1487-0239, 205/48-522; fax 203/48-1845. The University of Alabama is an Equal Opportunity, Affirmative Action Employer.

trution of endodentic activities within its Department of Cariology and General Dentistry. The duties include the clinical and didactic portions of the predoctural, graduate, and continuing education programs at the Sighool of Dentistry and affiliated host lats. Intramural practice is available. History of research productivity, extransural research funding, and scholarly activity are required. Applicants mutt be board eligible or certified and qualified for licensure is Michigan. A D. D. 5. Jh. M. D. degree from an accredited dential school and an endodontic dentist specialty certificate of extree are required. The University of Michigan is an EBO/AA amployer and specifically invites women and minorities to apply. Submit currents until the search interests and goals, and names of three references to Dr. J. Bernard Machen, Dean, 1214 School of Dentistry, University of Michigan, Ann Arbor, Michigan 4810-1078.



University of Wisconsin Oshkosh **COLLEGE OF NURSING FACULTY POSITIONS**

ASSISTANT PROFESSOR—Undergraduate Program, tenure track position for Fall 1992. Responsible for classroom and clinical instruction in integrated nursing curriculum. Minimum qualifications Master's Degree in Nursing; doctorate preferred. Medical-Surgical, Critical Care or Community Health specialty preferred.

ASSISTANT/ASSOCIATE PROFESSOR—Graduate Program, tenure track position for Fall 1992 in primary health care program with emphases of Family Nurse Practitioner, Gerontological Nurse Practitioner, Education or Administration. Minimum qualifications: Master's Degree in Nursing doctorate preferred. Teaching experience required. Rank

The University of Wisconsin Oshkosh is one of four colleges comprising the University on a campus of approximately 11,000 students.

the University of a Cathedian Oshkosh. Wisconsin. which is 80 miles north of Milwaukee. 80 miles northeast of Madison, and 175 miles north of Chica-Milwaukee. 80 miles northeast of Madison, and 175 miles north of Chica-

The College of Nursing offers undergraduate and graduate programs fully accredited by the National League for Nursing and supports expanding

If interested, send application and curriculum vitae to: Penny S. Cass, Dean College of Nursing University of Wisconsin Oshkosh Oshkosh, Wisconsin 5490 i Phone: (414) 424-3089 (call collect) The University of Wisconsin Oshkosh is an Equal Opportunity, Affirmative Action Employer. Minority candidates are encouraged to apply.

FACULTY POSITIONS Santa Fe Community College

Gainesville, Florida

The Positions: Full-time, tenure track positions are available in Accounting, Child Development, English, French, History, Mathematics, Office Systems Technology and Physics. Contract Period is 10 months. Fall term begins August 24, 1992.

The Qualifications: Must have a Master's degree with 18 hours n specific field. Community college teaching experience pre-

How to Apply: Send updated résume and application with three letters of recommendation and transcripts preferably before selection process begins July 22, 1992. Applications will be received until positions are filled.

Dr. G. Thomas Delaino Dean for Human Resources and Planning Santa Fe Community College 3000 NW 83rd Street Gainesville, FL 32004 (904) 395-5185

Equal Opportunity Employer

FILM

Assistant Professor, Tenure Track

Teach graduate and undergraduate rourses in this history, theory, criticism and practice; seminars in areas of interest; coordinate the annual OU Film Conference; serve on graduate and other committees. Ph.D. or M.F.A. required; evidence of quality teaching experience and publications. As the major degree program of the School is the M.F.A., production experience is desired. Appointment begins September 1, 1992. Salary: \$30,000-\$32,0000 months.

Send a letter of application, curriculum vitee, sample of scholar-ship, and names of three references to:

David O. Thomas, Director School of Film Lindley Hall Ohio University Athens, Ohio 45701 Phone: (614) 593-1323

Fax: (614) 503-4220 Closing Date: June 24, 1992 or until position is filled.

Ohio University is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

for a full-time Director of Davelopment who will be one of saveral reporting to the Associate Chancetter for Development Deputy Director of the Foundating The Director of Development is responsible for evaluating, cultivating, and solic time major dones on behalf of the University. This person will reside on the Urbana-Changeign campus, but will spend at least 1975 of higher work assignments traveling on the University, Candidates should wire time years' fund-ration experience or the University. Candidates about wiring with donors at a university, health or the University of the Un

244-1205. The University of Illinois is an Affirmative Action. Equal Opportunity Employer

Development: Assistant to Vice President Liberal arts college seeks person to provide assistance to Vice President and Escaulive Illinois is an attelmatical to Vice President and Escaulive Illinois and publications of the Escaulive Illinois and program which involves both direct mail and telematicing. The Director of the Escaulive Illinois and publications of the Escaulive Illinois and publications of the Escaulive Information of the Escaulive Illinois and publications and major afts. B. A degree, excellent writing shally and proyr working experience working with disorder and supersident and operations, and successful development learn. Playes send a felter and courses described to Sara I, Patton, Vice Presidents for Development, The College of Wooster, Wooster, this device of the Programs of Wooster, which effect that the search indepthes againfied women and misses of three references by June 12, 1992. Interview may be taken place prior to application. Assistant place prior to application of Wooster white to enter that the search indepthes againfied women and misses of three references by June 12, 1992. Interview may be taken place prior to application and the made unit after June 19, 1992. All submissions should be sent to: W. G. Wooster while the desirable the made unit after June 19, 1992. All submissions should be sent to: W. G. Wooster while the desirable the made unit after June 19, 1992. All submissions should be sent to: W. G. Wooster while the desirable the made unit after June 19, 1992.

304 E. Pennsylvania Avonue, Champaign Illinois 61820. The University of Illinois i an Affirmative Action, Equal Opportunit

Development: Assistant Dean for Development, College of Law. The University of Illinois at Urbana-Champaign seeks a Inditine Director of Development for the College of Law. This person will report to both the Dean of the College and to the Associate Changellor for Development/Deputy Director of the Foundation. The proposed starting date is fully 1, 1992 or as soon as possible thereafter. The College of law was established in 1897 and has 7000 alumni, 625 students and 30 faculty. The Director of Development will be responsible for institutions, planning, and implementing a comprehensive development and fund-raising program for the College of Law including identifying, cultivating, and soliciting major doore; designing and implementing special capital campaigns for specific needs within the college directing the annual Development: Associate Director of the Annual Fund. St. Bonaventure University. The Associate Director of the Annual Fund is responsible for the coordination of specific programs within the Annual Fund which include: reminen year giving, the class agent system, matching gifts and size Passmann Fellows ryogram for raid-range major Annual Fund doors. Other responsibilities include pleaning and executing direct mails oblicitations, Communication with and stewardship of volunteers, compiling reports, participating in planning and assessment processes and assisting the Directors. reports, participants in passance as a sessing to receive and assisting the Director of the Annual Fund when appropriate Candidates must possess a backetor's descree and a minimum of one year's apartence in higher adocation or a related fundraising field. Excellent interpersonal, organizational and oral and written communication skills are required. Send letter of application which addresses the requirements and responsibilities, returns and mames of three professional references to: Affirmative Action Office, St. Bonavenure University, Box CC, St. Bonavenure University is an Equal Employment Opportunity Employer; worten and minorities are escouraged to apply.

Developmental Mathematics; Nine month-teours track, instructor/Assistant Profes-sor to teach developmental Mathematics and Resent's Test remediation. Master's degree in such or related field. Teaching

ENGINEERING INSTRUCTOR

A full-time, tenure-track position beginning September, 1992 and continuing with annual nine-month contracts. The position involves instruction, advising students, actool committees and other institutional responsibilities. Master's degree and work experience in engineering or a Bachelor's degree, plus graduate coursework and engineering work experience required. Preference will be given to applicants with a Masler's degree in engineering.

The salary is determined by the college salary schedule according to the applicant's education, teaching and work experience. The range is \$28,407-\$39,483 under the current contract. GRCC (for all full-time, ten-

Green River Community College is located in Auburn, WA, about 30 miles from both Seattle and Tacoma. The college is known for its commitment to students and its beautiful natural setting.

Applications are due by 4:00 p.m., Monday, July 27. For the REQUIRED

An Affirmative Action, Equal Opportunity Employe

SOCIAL WORK

School Home Services Program

West Georgis College, School of Education, seeks applications for a tenure-track position in the Department of Counseling and Educational Psychology. This is an exciting new position in a new School i forme Services program that provides an opportunity to work with graduate students in teaching and research on school, home, community and social issues. Requirements include: Declorate in social work or MSW with declorate in related field; record of feaching and research to meet requirements for appointment to the graduate faculty; commitment new to excellence in teaching and research activity; commitment and interest in hallding new program; willingness to do in-state traveling required as part of the department's affecting softenings.

The Department of Counseling and Educational Psychology, and of

The Department of Counseling and Educational Psychology, one o ghit departments in the School of Education, offers NCATE approve

The Department of Commoning and Educations (Sections), one of eight departments in the School of Education, offers NCATE approved M.Ed. and Ed.S. programs and offers support services for a cooperative dieterate with the University of Georgia. Located 50 miles west of Atlanta, West Georgia College, a souler college in the University System, has about 7,500 students. The nine-month position legins September, 1992. Send letter of application, vita, and fitted transcripts, and three letters of recommendation for Dr. Don Adams, School of behavior, West Georgia College, Carroliton, Georgia 30148-0001, Review of applications will continue until position is filled.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

CLARK ATLANTA UNIVERSITY

Department of

Criminal Justice Administration

CRIMINAL JUSTICE. Two (2) tenure track Assistant Professor positions available fall semester 1992. Doctorate in Criminal justice or related field required. ABD candidates with anticipated june 1992 graduation will be considered. One Assistant Professor to teach in the specialized area of pulicing and to provide training for law enforcement agencies and security departments. One Assistant Professor to teach in the specialized area of corrections. Send résumé, three reference letters and a sample research paper by July 1, 1992 to.

Dr. K. S. Murty, Chair Department of Criminal Justice Clark Atlanta University 223 James P. Brawley Drive at Fair Street, SW Atlanta, GA 30314

Clark Atlanta University is an equal opportunity employer

Personnel Office Green River Community College 12401 SE 320th Str Auburn, WA 98002 (208) 833-9111, x86 Fax (208) 735-6284

degree in engineering.

ure-track positions) is an agency shop.

COMMUNITY COLLEGE

ANGELO STATE UNIVERSITY SAN ANGELO, TEXAS

ASSISTANT, ASSOCIATE, OR PROFESSOR OF ACCOUNTING 1992-93 ACADEMIC YEAR (Two Positions)

DATE OF APPOINTMENT: August 27, 1992

SALARY: \$40,276 to \$51,904 for nine months plus attractive University fringe benefits. Summer teaching for six weeks in addition to a six-week research assignment at the same rate of pay will be available for the 1993 summer session.

Financial assistance of up to \$5,000 may be provided to assist in

the actual moving expenses to San Angelo. RESPONSIBILITIES: Teach twelve semester credit hours each semester at the graduate and undergraduate level. Desired teaching fields include auditing, theory, tax, and cost accounting.

THE UNIVERSITY: Angelo State University was recognized as one of the "Up and Comers" in American higher education in U.S. News and World Report's 1991 College Guide, America's Best Colleges, based upon a reputational survey of the nation's college presidents and deans. The University has one of the most modern and attractive campuses in the nation and is fully accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award degrees at the associate, bachelors' and masters' levels. The University student body of approximately 6,130 ranks first among regional universities in Texas in the high percentile ranking of entering treshmen in their high school graduating classes. The University offers one of the largest and most distinctive academic scholarship programs in the nation.

QUALIFICATIONS: Academic: Ph.D. or DBA degree with a major or concentration in Accounting. Experience: Teaching experience is

SPECIAL SKILLS OR REQUIREMENTS: CPA Certification preferred. Ability to work with LOTUS 1,2,3 preferred. Ability to communicate effectively with undergraduate students. Candidate should be dedicated to excellence in teaching and have a strong commitment to high academic and professional standards both in and outside of the classroom.

APPLY TO: Dr. Andrew J. Dane, Head Department of Accounting, Economics, and Finance Angelo State University San Angelo, Texas 76909 (915) 942-2046 FAX (915) 942-2038

APPLICATION DEADLINE: Open, but may be closed at any time after July 1, 1992.



AN EQUAL OPPORTUNITY EMPLOYER

A MEMBER OF THE TEXAS STATE UNIVERSITY SYSTEM

THEATRE/SPEECH COMMUNICATIONS

Tenure-track position in Theatre/Speech Communications. MFA or Ph.D. in Theatre or Speech/Communications required. Responsibilities include; teaching a variety of theatre and introductory speech/oral communications classes and participating in curricular review and planning for the enhancement of the speech communications courses for general education and the interdisciplinary studies program. Ability to direct one stage production a year and assist with technical theatre responsibilities. Salary and rank commensurate with degree and experience. Screening begins 6/22/92. Available 8/1/92. Send letter stating career goals and interest in the position, résumé, transcripts, and the names of three references to: Dr. Martha Anne Dow, VTAA, Northern Montana College, Havre, MT 59501.

experience preferred. Begins September 1, 1992. Deadline June 30, 1992. Send a letter and vita listing three references to: Person of Office. Middle Georgia College, Cochiling adjustational accids preferred. Ability net Office, Middle Georgia College, Coch-ran, Georgia 31014-1599. Middle Georgia College is a residential two-year unit of the University System of Georgia, it is located in Cochran, Georgia, it is a cochesticoal with an enrollment of approximately 1700 atu-dents, AA/EOE.

Early Childhood Education; K-3. Responsibilities: Teaching/Supervision, Research, and Service. Requirements: Doctorate in Early Childhood Education or closely related area preferred. Ability to teach early childhood education comes that build upon child development principles required. Ability to teach preschool through principle level curricultum/methods courses required. Ability to supervise student teachers at one or some levels (preschool, K-3) required. Experience supervising preschool, K-3 student teachers in early childhood education programs preferred. Three years' teaching experience at one or more

itonal educational needs preferred. Abiliy to maintain and develop positive relations with outside public ageocies. Rank and Salary: Dependent upon qualifications and budget approval. Pacutity position for 1992-93 academic year. Subsequent renewal contingent on budget funding. Available: August 26, 1992. To Apply: Please and letter of application, vita. transcripts and three fetters of recommendation to: Dr. Lesile A. Koepte, Interfra Chair, Department of Human Development, Family Living and Computative Educational Services, School of Home Economics. University of Wisconsin-Stoyl. Menomone, Wisconsin-Stryl; Phones 115-212-1603; Pac. 715-212-



MORRIS BROWN COLLEGE

Faculty Vacancies

Morris Brown College is a private, four-year liberal arts, coeducational institution, founded in 1881 by the African Methodist Episcopal Church The College has approximately 2,000 students and over 300 faculty and staff.

The positions will be available August 1992. Applicants for consideration must be citizens of the United States or authorized residents. The closing date to receive applications is July 15, 1992.

DUTIES: Teach courses in Criminal Justice metholing system of correctional institutions, comparative criminal justice with emphasis on the third world and criminal justice theory. The teaching load is 12 hours per semester.

QUALIFICATIONS: Ph.D. in Criminal Justice or related field, ABD considered. Strong interest in research, skills in proposal writing, teaching and field experience required. Excellent communication and interpersonal skills needed. The successful candidate must have demonstrated skills and effectiveness in working with a culturally diverse population of students.

DUTIES: Teach undergraduate general/morganic chemistry; conducts re-search of interest and performs other related duties.

QUALIFICATIONS: Doctoral degree in Chemistry required. Teaching experience desired; salary negotiable.

Application Procedure
Send letter of application, résumé, transcript and three current letters of recommendation by closing date to:

Morris Brown College 643 Martin Luther King, Jr. Drive, N.W. Atlanta, Georgia 30314-4140

QUINSIGAMOND

Criminal Justice Nursing Sociology Manager

Full Time Faculty

Positions to begin on Septembor 1, 1992 are unto qualed in the State hadget. Candidate are sought to the following disciplines:

MINIMUM QUALIFICATIONS: Master's degree in the disagrams or a chorely related field. Demonstrated ability to work well with and sensitivity to widely discress multiplicate all student population is required for all positions. Nursing candidates are required to last a Master's degree in Nursing with medical/surgical content specialty. 2 wars of recent clinical experience and a Massachusetts R.N. Incresse.

PREFERRED QUALIFICATIONS: Minimum of 2 years' to a bing experience - prefetably in a community cullege—is preferred for all profitance.

SALARY: \$22,000-\$40,000 commensurate with experience with full benefits. These pos-ilons are MCCC/MTA unit positions. Positions will be filled contingent on State funding.

to apply, send letter of application and resume protocartest on later than July 9, 1992 to

PERSONNEL OFFICE
QUINSIGAMOND COMMUNITY COLLEGI
670 WEST BOYLSTON STREET # WORCESTER, MAINIMA

We are an ELOZAA couplayer Minorthes, women and other professed class members are one nazyed to apply

Assistant or Associate Professor

Forest Ecology

Department of Forest Resources, Clemson University

Clemson, South Carolina

Clemson University seeks applicants for a lenure track faculty position in lorest ecology. This is a 12-month teaching and research approximation.

Responsibilities: 1) Teach one or two undergraduate courses, true in furnit ecology; 2) teach an additional graduate-level course in landscape ecosystem classification. It develop and conduct a research program in consumurity-landscape ecology, including the publication of research results; 4) seek and secure research funding. 51 develop a gradual program in area of expedice; and 6) participate in the research, advising, continuing education, and service programs of the Department.

Qualifications Ph.D. with at least one degree in forestry, preferably the baccalauteste expertise in landscape ecology, soil and plant lavonomy, crossystem processes, and immute sensing or GIS. A strong record of research productivity is derived Willingness is cooperate as a member of toological Forest Management team is essential. A dosire and ability to work effectively with graduate and undergraduate students is strongly preferred.

ability to work effectively with graduate and undergraduate students is strongly present Application: Submit a resuma, academic transcripts, and a fetter of application. Application already date is should arrange for three fetters of reference to be received by closing date. Clowage date is september 15, 1992, or until a suitable candidate is found. January 1, 1993 is a desirable starting date. Applications should be mailed to: Dr. David H. Van Leur, Scarch Committee Chair, Department of Forest Resources, Clemson University, Climson, SC 1994-copportunity employees.

History English

COMMUNITY COLLEGE

Director of Human Resources

2. Assistant/Associate Professor Chemistry (Reopened)

the Conteger and approximately 2-instituting and interest and toward and toward a blocks from downtown Atlanta.

1. Assistant or Associate Professor Criminal Justice (Respend)

ANTIGIPATED VACANCIES* - SUMMER/FALL 1992

Nassau Community College is a musti-cultural Long Island two-year College with an enrolling of 23,000 a tudents. Facusty members with a commitment to diversity and pluralism are sout

engineering/physics/technology department atructor (Search Extended)

The Engineering Physics/Fethology Department secks a full time length tack instructor for its ABET accredited Chair Engineering Technology Program. The program provides a construction emphasis with courses such as surriving, carriculated and eminating, and construction method Qualifications. Applicants must have a minimum of three years relevant experience i.e. Chair Engineering Technology Construction Emphasis, with a Master's Degree of a related subject field or a Bachelor's Degree with a valid NYS professional license. Prior college teaching appenience dealrable (Reply Sez 10)

ADJUNCT INSTRUCTOR • 2nd Summer Session The Department seeks qualified candidates for adjunct leaching in the area of Physics (day of evening). Detaillications. Master's Degree in Physics or related field. Prior college (eaching septembers destrable, 4ft of Bex EF).

ALLIED HEALTH SCIENCES

Full-Time Technical Assistant (Search Extended)

Full-Time Technical Assistant position in Burgical Technology. Qualiffestion: Graduate of an accredited ARMACARRA Approved; 2 year fechnologist admiration program, current certification by the AST Latis on Country on Certification, 3 years fulfilling a prefince in hospital based aurigical technology. The application deadling for this position is June 30, 1992 or until the position is lating. (Rapply Rox FF)

THEATRE/DANCE DEPARTMENT - Adjunct instructor Adjunct Instructor needed to leach Stagecraft, G. contect hour), introductory level Technical Theater Sector Class for majors and general Uteral aris students. Class overview will include Managament, Design, Scanery construction, Tools, Coatzmas, Fic. Classes on Monday and Wednesday afternoon, 1 00 pm Grallfleations: An MFA in Technical Production with teaching experience is preferred Candidates must possess an MA in Theatre, with experience in Production. (Repty Box 06)

Production. (Reply Box (II)

ADJUNCT TECHNICAL ASSISTANT • Plano Accompanist
Part time Plano accompanist needed for both modern dance and ballst classes beginning
September 2, 1992. Schedule to be determined. Candidate must possess improvisational
stills. (Reply Box (III))

DEPARTMENT OF FOREIGN LANGUAGE . Instructor

DEPARTMENT OF FOREIGN LANGUAGE • Instructor

Tenure lack possion beginning Falt 1992. Mistore mitignalitiens: Master's of Arts Depres
In Language and/or Literature, plus 30 credits in the disciplina, or current enrollment in APh D.

program. Ph. D. proterned Profitciency in at least one other language. College level teaching
demonalized Native or near-native ability required. Publication record desirable. Appointed
should be abile to teach all levels of 5 panichs it anguage and Literature (Reply Box II)

Adjunct Technical Assista vis: \$15. \$4/boar For Technical Assistant: \$33,714

leatmentar: \$33, 183 Adjunct Instructors: \$375.\$4/footart Hear

'All positions subject to budget approved." Regolited Satery increases achecuted to take effect 992

Band specific cover failer, If DIBATE Rept. 798 CODE, resume, numes, addresses and telephone numbers of these extensions positionared by June 38, 1932 to:

Mr. Harold Beillinger, Affirmative Action Office

NASSAU COMMUNITY COLLEGE

ONE EDUCATION DRIVE, GARDEN CITY, NEW YORK 11530-5793





University of Kentucky

The Department of Surgery, University of Kentucky College of Medicine, has faculty positions open in the following divisions:

Cardiovascular and Thoranic Surgery
Pediatric Surgery
Urology
Orthopaedic Burgery
General Surgery
Neurosurgery
Otoloryngology
Plastic Surgery

Candidates should have a strong clinical and research background and must be board certified (or eligible). The University of Kentucky is an equal apportunity employer. Minorities and women are encouraged to apply. Send curriculum vitos to:

Byron Young. M.D.
Johnston-Wright Chair of Surgery
Deportment of Surgery
University of Kentucky College of Medicine
600 Rose Street
Lexington, KY 40538

FULL-TIME, TENURE-TRACK INSTRUCTOR POSITIONS

Black Hawk Community College Moline, 1L

SPEECH INSTRUCTOR: Instruct classes in Fundamentals of Speech and 2 or more of the following thesize, broadcasting, public relations, interpersonal communications, inter-cultural communications or budiess & professional communications. Master's degree in Speech Communications required.

MUSIC INSTRUCTOR: Instruct classes in Music Fundamentals, Theory, Literature, and Music Appreciation. Computer applications for music and directing ensemble groups may be required with proficiency in keyboard and I other periormance area desired. M.A., M.S., or M.M. in Music required.

Note: College level teaching experience preferred. Positions require oral English proficiency for classroom instruction. Screening begins 7/10/92 Submit letter of intent and résume to Human Resources, 5500 34th Avenue, McIline, IL 61265. Screening begins 7/10/92. We are an equal opportunity employer. MfF/V/H.

Farly Childhood Education: Non-tenure track instructor/Assistant Professor beginning Sopiember 1992. Primary responsibilities include a prevision of undergradual control of Business Administration and Computer graduate unideal matching and tataking.

iden iochide supervision of undergrachatete stradum sudent teachers and teaching of undergrachate field - based methods courses. Responsibilities will also include serving on departmental programs committees, college committees and professional conferences and empirical programs committees, college committees and professional conferences and empirical serving on departmental programs committees, college committees and professional conferences and empirical serving on the conference of the conf

STUDIO ART/CRAFTS INSTRUCTOR **Auburn Hills Campus**

Oakland Community College Is currently accepting applications for a full-time; ten-month faculty position beginning September 1, 1992. The College, a public multi-campus institution serving 29,000 students, is located in sub-urban Detroit, Michigan.

Qualifications: Master's for higher) degree in Fine Arts and two years of recent work experience in the area. The following may be substituted for the

1. A Bachelor's degree in the discipline and five years of recent work experience in the area;

2. An Associate degree in the discipline and eight years of recent work

experience in the area; or 3. Eleven years of recent work experience in the area. Preference will be given applicants with background and experience in ceramics and jewelry with possible expertise in stained glass, woodworking, arts and crafts, and design.

Salary: Between \$28,915-\$34,204 annually. Excellent benefits. Applicants must complete an application form and provide a current resume, copies of transcripts for all degrees earned (photo copies acceptable), minimum of 20 slides of current work, and salary history.

Deadline to apply: Applications will be mailed through 5:00 p.m. on Tuesday, June 30, 1992. To receive an application form, please call the Human Resources Department at (313) 540-1579. Refer to position no. 92-18-c.

As an Attirmative Action, Equal Opportunity Employer Oakland Community College is seeking candidates who will augment the diversity of its faculty, stall and administration.



BATES COLLEGE REPLACEMENT POSITION

Bates College announces a one-year replacement position in social anthropology to begin in September of 1992. Appointment will be made as Assistant Professor, candidates with teaching experience are preferred. The appointed person will teach the History of Anthropological Theory course required of senior majors, and other courses to be negotiated with the Department. Although the Department has an interest in filling this position with a candidate who has an interest in native North or South America, and/or visual anthropology, we will consider a variety of areas. The position will remain open until filled. Interested candidates should send a letter of application, a curriculum viae, and three letters of recommendation to Professor Steven Kemper, Department of Sociology and Anthropology, Box 401B, Bates College, Lewiston, Maine 04240. Bates College is an Equal Opportunity, Affirmative Action Employer.

NURSING FACULTY

NLN accredited baccalaureate program with 350 students seeks applicants for a full-time and a part-time faculty position in adult medical-surgical nursing beginning fall, 1992. This dynamic intercollegiate program with Carroll College has a reputation for innovative governance and excellence in teaching. Master's degree in nursing required, carned doctorate and previous teaching experience in a baccalaureate program with evidence of scholarly activity including research preferred. Competitive salary and benefits commensurate with experience and academic qualifications. Send letter of application and curriculum vitae to: Dr. Marian Snyder, Dean

COLUMBIA COLLEGE OF NURSING 2121 E. Newport Avenue Milwaukee, WI 53211 414-961-3890

Columbia is an equal opportunity employer males and minorities encouraged to apply.

largely agricultural. The Center for Economic and Community Davelopment draws on the expertise of the faculty to meet the economic development needs of the community. Back applicates should submit a letter of application, curriculum viase, and names and phose numbers of three references to: Human Resources and Affirmative Action Office, USC Constal Carolina of Education. Qualifications: Earned doctorals; 29326. Screening of applications will begin immediately and will continue until the position is filled. USC Coastal Carolina College is an EOE/AA employer.

Economics/Business: Tenure track position at agual atate university effective September f. 1992. Required: Ph.D. in economics. Desirable: minimum of three years' teaching experience and minor field in management, marketing or finance. Livingston University is located in beguriful West-Central Alebama within 45-60 minutes of two metropolitism shopping areas. Nearby lastes and rivers afford guttakedias recre-

Education: Tenure-track assistant professor in Carriculum and Instruction. Primary responsibilities: middle/accountary zenoral methods, aupervisina faid experiences, advisina underpraduate and graduate studies or mathematics methods, graduates. Earned doctorate, college teachine, student teaching supervision preferred. Minimum three years' successful middle and/or secondary teaching required. Begin August 31, 1992. Salary: \$32,000. Send current vita, three reference letters, official transcripts to Jans Greenewald, Chair, Department of Curriculum and Instruction, University of Wifeconsin-La Crosse, La Crosse, Wisconsin-S4601. Materials coust to received by July 8. Alphabetical list of nominess and applicants, without differentiation, may be re-

encouraged to spriy, AAEOE.

Education: Mara Hill College, a church-related (Baptist) institution in the Blue Hidge Mountains of Western North Carolina, announces a faculty position in the Division of Education. Qualifications: Earned doctorate: current Curriculum Specialist teacher certification; elementary and/or secondary teaching experience; evidence of superior teaching ability and knowledge of effective teaching practices; preference given to candidates with streaghts in elementary methods; williamoss to teach a variety of undergranduse courses in the field of education and supervise student teachers. Duties: supervise elementary, special subject area, and secondary student leachers; teach a variety of undergranduse education courses; establish collegial and collaborative professional relationships with public school personnet; serve on division and college committees; conduct workshops by teachors; engage in continskies and rivers afford cutatinedias recreations are proprinciples. Minority applications are encouraged. Seed eliter, vita, all college transcripts, and at least three letters of recommendation by July 8 to Dean Glon Bridges, Livingston, Alabama 33460. No incomplete applications will be considered. Equal Opportunity Employer.

Education: Tenure-track ensistant professor in Carriculum and instruction. Primary responsibilities: middle/accountary seneral methods, supervising field expectences, advising undergradules and severences, advisant undergradules and severences.

Education: Two positions. (1) Assistant Professor, Department of Teacher Education, nine-month, tenure-track position. Responsibilities: Teaching undergraduate and graduate courses with emphasis on special education stressing mental retardation, behavior disorders, or learning disabilities. A background and capability of teaching innuan growth and development and educational psychology desirable. (their duties will include supervision of field experiences and adviring, Qualifications: Earned doctorate in Special Education or related field and itare years jubic school teaching experience required. Salary con-

measurate with qualifications. Application deadline, June 30. Starting date. Septeming the september of a requirement of the september of the deadline, June 30. Starting date, September, 1992. (21 Assistant Professor, Department of Teacher Education, disc-month, lenure-track position. Responsibilities: Teaching undergrandonte and praduate courses with emphasis on middle grades and secondary grades. Other duties will include supervision of field experiences and advisins. Qualifications: Earned doctorate in an appropriate field and a minimum of three years' public school leaching experience in middle grades or high actions. Application deadline June 30. Starting date, Suptember, 1992. Send teners of laterast conriculum vitae, and three letters of recompandation to Dr. Paulette Harris, Chairt Department of Teacher Education: Augusta, Georgia 30910. Augusta College is a Senior College in the University System of Caorzia. It is located in Augusta, known as the garden city, the second largast metropolitan area in Georgia. Minorities are encouraged to apply. Augusta College is an Affirmative Action, Equal Opportunity invites applications for a tenure-inact for ulty position in education beganning for authorized for sure, 1992. Earned doctorate preferred master's degree required. Candidates should have a strong background in mathematics and science, successful secondary teaching experience; field service work with elementary/secondary student teach cra: a facultative and innovative approximation to teaching/deponantated ability as a reflective decision maker; and a collaborative, professional work ethic. Applicant should send a letter of application, a surficultum vitae, and names and addresses for firme references to Ms. Lois Smith, Cale. Education Department Search Committee Santa Francis Colleges, Loretto, Peansylinia 19940, Saint Francis College is an equal opportunity employer.

Education: Elementary and Professions Education: Dectorate with elementary teaching experience, reeding and language arts emphasis required. Other specialistics areas, especiality special education, a plus. Responsibilities include teaching undergraduate and graduate courses, advinos students, serving on appropriate compaires and contributing to program development. Send letter of population, résuré; transcripts god at less three fetters of re-

BULLETIN BOARD: Positions available

FORT VALLEY STATE COLLEGE School of Arts and Sciences

An 1890 Land-Grant Institution located in Middle Georgia with a student population of 2400.

DEPARTMENT OF MATHEMATICS AND PHYSICS: Department Head: Rank of Assistant/Associate Professor: Ph.D. in Mathematics. Excellent teaching, advising, communication and interpersonal skills required. Some administrative experience desired.

sonal skins required, donne automistrative experience desired.

Instructor/Assistant Professor of Mathematics and/or Physics: Ph D. in Mathematics, Physics or related field, full time college teaching experience, excellent communication and interpersonal skills, and a strong communication to reaching excellence. DEPARTMENT OF BUSINESS ADMINISTRATION AND ECO-

Assistant/Associate Professor of Markoting: Ph D in Marketing or te-tated field; full time college reaching experience and a strong communication teaching excellence, excellent communication and interpersonal skills. Salary: Commensurate with qualifications and experience.
Application Deadline: June 30, 1992.
Position Available: September 1, 1992.

Send letter of application, résumé and the names, addresses, and telephone numbers of three references to Dr. Samuel D. Jolley, Jr., Dean of Arts and Sciences, 1005 State College Drive, Fort Valley State College, Fort Valley, GA 31030-9832.

Current Federal law requires identification and eligibility verification prior to employment. Only U.S. cinzens and aliens authorized to work in the United States may be employed.

An Equal Opportunity, Affirmative Action Employer

STLAWRENCE UNIVERSITY

Chemistry Department

Applications are invited for a term appronument beginning September, 1992 to teach half-time in the University's First Year Program and half-time in the Department of Chemistry. The First Year Program is an interdisciplinary, learn-taught, core course which emphasizes the development of writing skills and critical thinking. All fields of specialization in chemistry will be considered, but preference will be given to emphasize mediate themistry. Strong teaching skills are desired. The initial appointment will be for the 1992-93 academic year with the possibility of renewal for two additional years. Condidate should submit a resume and three letters of reference. Candidate reviews will begin July 1, 1942. Contact:

Samual S. Stradling Department of Chemistry St. Lawrence University Canton, NY 13617

St. Lawrence University is commuted to fishering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity. Affirmative Action employer, we specifically encourage applications from women, minorities, and persons with disabilities.

Assistant or Associate Professor Forest Management/Economics

Department of Forest Resources, Clemson University

Clemen University seeks applicants for a trigger track faculty production for distinguishment and economics. This is a far mouth treat tring and is search application of manager ment and economics. This is a far mouth treat tring and in search application of manager and manager and editorial undergraduate course and one graduate course in touch remain manager and randor committee or area of expertise. At the select manager in depending and a mouth of search is recent to program in applicant's area of expertise; including points atom of twenty it results. At evek and we me reverth funding: 51 develop a graduate program or area of expertise, and (a) particulate in the mostarch, advising, continuing edge along and or area of expertise, and (a) particulate in the mostarch, advising, continuing edge along and service programs of the Targettises. the rosearch, advising, Continuing education, and service programs of the Department Qualifications: Ph. D. with at least one degree in fate-tity, pre-terably, the fact abstract Expertise in either forest management, or animals, a fate-titing, or operations. I first instance with required, e.g. mathematical programming and the state title. The base of the evolutions with instance of establishment of the estate of estatement and hands for extending at the state, regional, and natural fact in except all the deare and shiftly work effectively with undergraduate and graduate students is also countried. Application Submit a resume, at whether the least of the energy of the entire title of application. Application should be reached to the energy by choon date. Changed the respectively entire the energy of the

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crence to: Dr. Joseph E. Farly, Vice Plessident for Academic Affairs, Cumberland Collese, Williamsburg, Kentincky 40769.

Open until filled.

Education: Assistant Professor, Graduate School of Education: The College of Education and Human Services at Regent Unit of College of Education and Human Services at Regent Unit of College of Education and Human Services at Regent Unit of College of Education and College of Edu



College of Education

Department of Curriculum and Instruction

ant/Associate Professor, Elementary Education (Science emphasis).
Tenure track. Position open until filled. Screening of applicants begins
June 22, 1992. Send inquiries to Dr. Poggy labler, Head, Department
of Curriculum and Instruction, Schindler Education 618, University of
Northern Iowa, Cedar Falls, IA 50614-0606; (319) 273-2167.

Professor of Early Childhood or Elementary Education (Graduate Studies emphasis). Tenure track. Position open until filled. Screening of applicants begins June 22, 1992. Send inquiries to Dr. Peggy Ishler, Head, Dupartment of Curriculum and Instruction, Schindler Education Conter 618, University of Northern Iowa, Cedar Falls, IA 50614-0606. (319) 273-2167.

The dupartment encourages applications from minority persons, women, disa-bled persons and Vielnam era volerans.

UNI is an Equal Opportunity Educator and Employer with a comprehensive plan for Affirmative Action.

Search Re-opened

DIVISION CHAIRPERSON - HEALTH CAREERS

MIDDLESEX COMMUNITY COLLEGE is a public college with campuses in Bedford, Burlington and Lowell serving the northwest suburban region outside Boston. The College serves the largest population area of the state with nearly one-quarter of the state's population within a filteen-mile radius.

The successful candidate will assume administrative and academic responsibility for the College's health programs including Dental Assisting, Bental Hygiene, Dental I aboratory Technology, Dagnostic Medical Sonography, Medical Assisting, Medical Inhoratory Technology, Nursing, Radiologic Technology, Occupational Therapy Assistant and related grant-funded programs.

Qualifications must include a Master's degree in health-related field and 6.8 years' college level teaching analysis administrative experience in health careers, preferably at a cammunity scalege. Ability to interact successfully with students, faculty, suff and the general public throughout the college community is essential. Strong and and

Salary range \$46,000 \$51,000 for a 12-month year. Send letter, résumé and supporting materials demonstrating experience in listed areas to.

Dr. Carl Schilling Dean of the College MIDDLESEX COMMUNITY COLLECT: Springs Road - Bedford, MA 01730 Application deadline 7/442

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

SOUTH FLORIDA COMMUNITY COLLEGE

حداث فالأفيان المحافظة بمعور ممينتهم والأطاعة فالموردية وهدا وهدورة والوردية براياه براياه المراجد الموردي

HEAD COACH, MEN'S BASKETBALL—Laperieux of Coach needed to provide leadership for quality two-year college men's baskelball program. At least four years of since-sold men's baskelball coaching especiance is required (past-secondary especiance preferred) as well as a proven record of student athlete development. The coach will also neach post-secondary courses or counselbadvise students; appropriate academic training flact helio's degree quintmorn) is required in accordance with SACC standards. Salary is competitive. Applications must be received by 5:380 p.m. July 7, 1992. Contact Personnel (8) 1) 453-6661, est. 132 for application information.

An equal access, equal opportunity institution

10, 1992 or hand deliver no later than 5 p.m. that date to. Persunnel Office, P. O. Box 12788, Austin, Texas 78711. For information, (\$12)483-6190. An Equal Opportunity Emplayer, Minuralles are Encouraged to Apply

aged to aprily.

Hectrical Engineering: BellSouth Eminent Scholar's Chair in Electrical Engineering. The Department of Electrical Engineering at the University of Florida invites nominations and applications for an endowed, chaired professorable in the general field of selecomonylications. The Department of Electrical Engineering is the largest department in the University of Florida with 518 under graduates and 975 graduate students. The department is ranked 21st of more than 320 Electrical Engineering undergraduate geograms. The Electrical Engineering tactuly is comprised of fourteen IEEE fellows, two members of the National Academy of Econpecting, one of whom holds un endowed chair to Microelectronics. The College of Engineering is ranked 71st astionally based on its funded research programs. For the BellSouth Chair, we seek a re-

searcher and leucher of great distinction, whose work has been internstitually accialmed. Proceeds from an endowment and additional resources will provide an ensuronment commensurate with the excellence of the person sought. Nominations and applications should be sent to Professor Donald O. Childers, Chalman, Bell-South Chair Search Committee, Department of Electrical Engineering, 405 CSE, University of Florida, Gainesville, Florida 12611-2024; relephone 940-192-2613. The application deadline is August 1, 1992. The University of Florida is an Affirmative Action Employer and women and majorities are encouraged to apply. According to Florida law, applications and meetings tegarding applications are open to the public upon request.

imme, harvesting, respectively, and individual and and the consecutation of the formal and the consecutation of the formal and in the consecutation of the consecutat

Elementary Educations Shersherd College (re-unnouncement). The Division of Edu-cation of Shepherd College invites applica-tions and nominations for a faculty position in elementary education, Candidates may



College of Business and Management at the University of Maryland, College Park, seeks faculty for tenure-track positions in Accounting, Finance, Information Systems, Management Science/Statistics, Marketing, Management and Organization, Management Economics, Transportation and Business Law/ Public Policy. According to the early forties, the College has a faculty of 105 FTE and programs at the undergraduate, master's, and Ph.O. levels. Salaries are compatitive. Salaries are competitive.

The College is part of a major research-oriented university man metropolitan Washington, D.C. This area has a concentration of public and private sector organizations alfording rich research opportunities and the area is ranked as one of the nation's most attractive in which to live.

one or the nation's most attractive in which to five.

The faculty positions available are for Assistant, Associate, or Full Professor.

Not all positions are currently available in all groups. Schularly research is heavily emphasized. Candidates should have a strong record for potential, if Assistant) in research and feaching. Ph.D. (or D.B.A.) is required, For complete consideration, applicants should send vita by December 1, 1992 (Maryleing candidates should send vita by November 1, 1992) to the appropriate chairperson at the College of Business and Management, University of Maryland, College Park, MD 20742:

Dr. Stephen Loeb (Accounting) Dr. Richard Kolodny (Finance)

Dr. Alan R. Hevrer (Information Systems)
Dr. Bruce Golden (Management Science/Stalistics)
Dr. Richard Durand (Marketing)

. Schwin Locke (Management and Organization) . Etiwin Locke (Management and Organization) . Thomas Corsi (Transportation and Business Law/Public Policy)

The University of Maryland is an equal opportunity, affirmative action employer.

Women and minorities are encouraged to apply.



CHAIRPERSON—ACCOUNTING

Daomon College, Wastern New York's most dynamic young college, is about to embark upon a mission to develop a premier Accounting Pro-

This financially secure, academically progressive, career-oriented liberal arts codlege has committed liself to do whotever it takes to build a powerhouse A.c. counting Program. It will take time, resources and commitment, but first it will most leadership.

We are looking for a chairperson to lead this venture. Ph.D. in Accounting is required, everything also is negatiable. This is the appartuality for an energetic builder to stop up and create. Serious applicants should send curriculum vitor to Dr. Carles J. Rosdy, V.P. for Academic Affairs and Dosn of the College, Daemen College, 4389 Main Street, Anthorst, NY 14220. The deadline for applications is August 1, 1902 or notil position is filled. ECVAAE

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EDUCATION FACULTY

Sterling College announces a Secondary Education opening for Fall 1992 and an Elementary Education opening for Fall 1993. Ed.D. or Ph.D. required. Candidates should possess a strong and articulate Christian faith, an interdisciplinary approach, and excellent teaching skills.

Sterling College's mission is to develop creative and thoughtful leaders who understand a maturing Christian faith. Send inquiries, resumé, transcripts, and references to:

> Dr. Roger Parrott, President Sterling College Sterling, KS 67579

vative curriculum area relevant to elementary education, and cominations and applications from cultural minorities are strongly ecocuraged. Assistant Professor of Education: Earned doctorals in elementary education or a related field required about with teaching experience in an elementary school. Preference will be given to candidate with recent degrees or other evidence of current knowledge of the field. The College is located at the northern end of the Sbeansdoah Valley in the oldest town in West Virginia. Established in the 18th century and on the wester bank of the Poto-

Sacanocan valey in the other low in well west Virginia. Established in the 18th century and on the westers bank of the 19to-mic River, Shepherdstown is near renowned bistorical sites such as Harners Ferry and Sharpshurg. Because is is also within 65 miles of Washington, DC, it is incorporating this "gateway" postion into its programs so that diverse experiences can enrich campus experiences. The College was established in 1871 and is organized into three schools with approximately 3,600 students. The Division of Education is in the School of Professional Studies and graduates approximately 45 elementary education majors each year. Applications and cominculous should be submitted to Dr. Betty Myers, Division of Education. Shepherd College, Shepherdstown, West Virginia 254e1-1569. Nanges of three references with information about how to contact them, gu unofficial transcript, and a curriculum vitae are also needed. The starting date is August 1992. Review of aprilications will cooling until the position is filled. The College is an equal opportunity employer. English: Tenure-track, assistant or avac-cials professor level, to leach variety of lit-erature and advanced writing courses, such as journalism, business writing, media writ-ing, and to supervise English education ma-jours Ph.D. or A.B.D. required. Desirable: Teaching experience and evidence of acholarly activity. Send resumb by July 15 to Dr. Charles Israel, Chair, English De-partment, Columbia College, Columbia, South Carolina 29203. Minority candidates use encouraged to apply. Columbia College of South Caroling is a four-tear liberal arts college for women. Columbia College is an AAABOR.

English: Mineteenth-century American Li-erature. Tempre track. Ph.D. required. 15-quarter-hour teaching load, including fresh-man composition and sophornore litera-





BULLETIN BOARD: Positions available

Coordinator for Staff Selection.

Brookings, South Dakota...Someplace Special

South Dakota State University

Training & Evaluation

The Coordinator will assume a major leadership role in the management of Departmental selection, training and evaluation programs. The successful can-didate will join a dynamic, progressive residential life program dedicated to the continuing personal growth and development of residents as well as staff

Participate in the general administration of the Department
 Develop, coordinate and evaluate staff recruitment and selection process.

Assess staff infining needs and develop a comprehensive on-going program to meet those needs
 Coordinate the evaluation of all Departmental training efforts
 Develop and coordinate evaluation and feedback processes for all staff.
 Develop and leach the Resident Assistant course.
 Coordinate and direct staff recognition programs

Summer:

- Master's Degree

- Master's Degree

- Commitment to Student Development

- The shility to communicate effectively

- One year's full-time housing experience

- Demonstrated learlership ability

- Demonstrated experience in the areas of staff selection, training and eval

Benefits and Salary: Total package worth \$22,150 for a 12 month appointment (\$21,500 and \$650) worth of on-compas quachasing power) plus univer

All qualified parsons are encouraged to apply. Send letter of application, essuad, and the names, addresses and telephone numbers of three reletences

Cerman: Assistant Professor, tenure truck Prefer Ph.D. with teaching experience and evidence of scholarly schivaly. Situng and to minimum to undergraduate teaching and to hinguist of scholarly schivaly. Situng and to hinguist program required. Teach hinguist, program required. Teach hinguist, program required. Teach hinguist, program required. Teach hinguist, program required to a situate the responsibility for the adminimance, filterature and culture, feathers in compeliative state innersity in upper Great Plains community of 30,000 Program includes from full-time faculty, once in Octamina, and offers B.A. and B.S.E. in foreign sappager. Salary and benefits are compeliative. Applications to proceed until going in filled. Begins August 124, 921. Seath Committee, Humanites, Minyal Soli, MSU is filled. North Lakora. Sing University, Minor, North Lakora. Sing University, Minor, North Lakora. Sing University, Minor, North Lakora did until the timely, accurate precing of the processor opportunities, and to provide the processor of the processor opportunities, and to provide the processor of the processor opportunities, and to provide the processor of the processor opportunities, and to provide the processor of the processor. Interested application, recently from the processor of the processor. Interested application provide foundations, Baccalaire and provide the processor of the processor. Interested application provide foundations, and to provide the processor of the processor. Interested application provide foundations and processor of the processor. Interested application provide foundations and the processor of the processor. Interested application provide foundations and the processor of the p

South Dakara State University is an Affirmative Ac-tion, Equal Opportunity Employer (FernaleiMale) and offers all benefits, services, educational and amployment opportunities without regard for age, color, religion, sex, disability, national arigin, or Vietnam era veteran status Women and minorities and encouraged to graph. People of eligibility is re-

are encouraged to apply Proof of eligibility is re-quired by the immigration Reform and Control Act of 1986

Couplie Art: Fort Hays State University meets person to take charge of publications drugs. The occation is non-tenured, final-15. Salary for 12 months is \$25,000. Job bears, August 18, 1992. Review of applications began immediately and continues on the public public of the Medical Physics of Article and persons with disabilities are excourated to applications of the disabilities are excourated to apply. The graphic artist provides the constitute, designing, and content reads art work for

Preferred:

Degree in Student Personnel, Counseling or a related field

Applications Deadline: June 30, 1992 or until filled.

Associate Director of Residential Life Weegla Hall 115

Brookings, South Dakota 57007 0898

Note: Incomplete applications will not be evaluated

South Dakota State University Box 506

Grants Administration: Grants Officer Onordese Community College is weeking applications for a Grants Officer. The soccostail candidate will manage and direct
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to main position is filled To Apply: Intense, resume and salare and preferred to
Composity College. Service and Maintermanage Building, Room, #146, Syracuse.
New York 13215. Oct. is an EEO/AA emaced to apply.

University of Guam

The University of Chains with its applications to establish a list of eligibles for the following non-tenure or return-back, full-time position (ones, two-, or three-poor appointment, subject to the availability of funds):

ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR (HISTORY)

Dubes and Responsibilities: Successful combidge to took in the bilinoring courses: History of Guant, World Crellization, Pacine Basin History, History of Micronesia and other courses as appropriate. Selective is expected to be actively involved in recent h, and community and university service. Adminium Qualifications: Pt. D. in History, with specialization in Pacine History, compiled to several responses to the Catallications of D. D. in History, with specialization in Pacine. History, complete the community and university Service. Adminium Qualifications: Experience with multi-induced students and environment. Safety: Assistant Protessor \$49,000 (\$57), 907 per Academic Vera. Application Process. Submit current vita, an official transcript from institution assurating the highest droper and circulate its frame plant attent Process. Submit current vita, an official transcript from institution assurating the highest droper and circulate its frames, the alter degrees connect, three current letters of reference sent directly from persons knowledgeable about the application form to: University of Guanti, Kasa Satas Catana, Cost batt, Ostory Search Countilies, or to Personnel Services Origina, UCC Station, Manglato, Guanti-99231. Decading high 3, 1992 (postmarket), for more intornation, call 617-734-9109-9535 or call Dr. John Rider toll free at 1-800-821-9233. Women and minoriales are junticularly encounged to apply.

ELLVANE

CLARK ATLANTA UNIVERSITY

Clark Atlanta University (CAU) was formed in 1988 through the consolida-tion of Atlanta University, tounded in 1865, and Clark College, founded in 1869, enrolling 3,000 undergraduate and 1,100 graduate students from over 40 states and 50 countries. CAU is one of only two private, historically historical transfer in the University is comprised of the Schools of Arts and Sciences, Education, Business Administration, Library and Information Studies and Science and Sciences. Studies and Social Work.

The School of Social Work

The School of Social Work invites applications for the 1992-93 academic year for five tenure track positions and one protessional staff position. Associate Dean: Reports to the dean, responsible for the management of the MSW Program and other day-to-day administrative duties. Administrative expenence in a School of Social Work

The Ph.D. Program: Two positions, one of which may be senior level to teach Social Policy. Organizational Development or Social Work Administration. Each will conduct scholarly research, and chair student dissertations. Specialization in the fields of Health/Mental Health or Family and Children Services is highly desirable.

The MSW/BSW Program: Assistant Professor, requiring expenses in social work practice in Health/Mental Health or Family and Children's Services, ability to teach at least two foundation courses and carry field liaison assignments.

The above applicants must have the MSW with a DSW or Ph.D. In Social Work or a closely related field; two or more years of social work practice; experience and interest in grant writing; and demonstrated ability to conduct scholarly research.

plarly research.

Director of Field Education and Student Affairs: A twelve month position with responsibility for managing, monitoring and evaluating the Field Practice Program, developing the field curriculum for held instructors, managing an admission process and other duties associated with student matriculation in the School. Must have the MSW, five years' administrative experience, ability to work with faculty and the social work community and excellent writing and public relations skills. The successful applicant should be licensed to practice social work in the State of Geurgia. Excellent tringe benefits. dia. Excellent fringe benefits.

Qualified applicants must submit a letter of application, curriculum vitae, sample of most recent schularly work, and telephone numbers and addresses of three references with whom contact may be made. All materials should be control actor to the 2014 1992 to 199 ted prior to June 30, 1992 to:

Lou M. Beasley, Ph.D., Dean Clark Atlanta University School of Social Work James P. Brawley Drive at Fair Street, S.W. Atlanta, Georgia 30314 (404) 880-8548

Allied Health Professions Department The Department offers the baccalaureate degrees in medical technology, medical records administration, medical illustration, community health education, nutrition, and physical therapy through affiliation with Georgia State University).

versity).

Chair of Allied Health Professions Department/Associate Professor. Provide academic and administrative leadership: development and delivery of academic programs; implementation of policy and procedures; ability to develop and maintain contracts with affillate health care institutions. Individual must possess licensure/certification in one of the allied health clinical specialities; earned doctorate required.

Medical Technology Faculty/Assistant Professor. Full-time, ten-ure track position; must be licensed/certified medical technologist; ability to coordinate medical technology program; teach departmental core courses and related electives; earned doctor-

Candidates should submit a letter of application, a résumé and the names of at least three references with addresses and telephone numbers to: Chair of Search Committee

Clark Atlanta University
Department of Affied Health Professions
121 Vivtan W. Henderson Building
Atlanta, Georgia 30314

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VICTOR VALLEY COMMUNITY COLLEGE DISTRICT

is accepting applications for:

DIVERSITY FACULTY INTERN PROJECT

nitial salary placement commensurate with experience and education.
APPLICATION DEADLINE:
FRIDAY, JULY 17, 1992 at 5:00 p.m. TO RECEIVE AN APPLICATION AND ANNOUNCEMENT, CONTACT:

VICTOR VALLEY COLLEGE Personnel Office 18422 Bear Valley Road Victorville, CA 92392-9699 (619) 245-4271, ext. 500 Fax (619) 245-7221

Equal Opportunity, Affirmative Action, Title IX Employe

English: Himols Basters Community Colleges is accepting applications for a full-time Bastish instructor. The position is a legace track appointment. Applicants should possess appropriate education and experience of teaching freshman. Companition and Literature at the community college is a guilt-camps district with four colleges and as administrative office located in many joudnessers illustic send a letter of agridication, resume, and three preparate in the community Colleges and as administrative office located in many joudnessers illustic send a letter of agridication, resume, and three preparate letters to Personnel Office, fillings Bastern Community Colleges, 23 Bastern Community Colleges, and as administrative office located in many joudnessers illustic send a letter of agridication, resume, and three preparations deadlind is july 13, 1992; application deadlind is july 13, 1992; application received after that date may not received consideration. Starting feats it August 17, 1992. Equal Opportunity. Affirmative Action Employer (MFPH).

English: Assistant Processor—English from

English: Renewable maril-track position. Duries include teaching linguistics, upper-division undergraduate English columns and firshman composition, Ph.D. in lightness training required, accordance certification and experience a plus. Senti cur-

rent vita, official transcripta, and three current latters of recommendation to Dr. David H. Evens, Dean, Arts and Humarities Division, Missouri Valley College, Marshall, Missouri 65340. AA/EOE.

semester bours in Unallsh required. Knowledge of writing as a process; abblity to motivate beginning students; teaching experience destrable. Salary range: \$24,744-519,739. Refer to Postitute #6504. English as a Second Language: Tenure-track assistant professorship beginning August 14, 1992. Fifteen-hosty teaching load/semester in BSL, composition, and possibly literature or TBSL. Ph.D. in TBSOL, Linguistics or related area. Some knowledge of Spanish required. Salary \$26,340/year. Send lotter, curriculum vriae, transcripts, and three letters of recommendation by July 15 to Director, Department of Languages and Liberatures, later American University of Phase.

EDISON

COMMUNITY COLLEGE

Professors and

Student Services Personnel

A new campus has recently opened in Naples, FL and enrollment is exploding. Educators committed to excellence are needed in the follow-

ing areas:
Ten-month teaching faculty. Master's degree in subject area OR master's degree and 18 graduate semester hours in subject area required. Community college teaching experience preferred. Minimum salary \$25,497; may vary with degree(s) and experience. Positions begin August 20, 1992.

• Learning Assistance—Master's in mathematics, mathematics education, English or reading with successful developmental education experience. Recruitment #CC-14D.

Business—Master's in management, marketing, or business administration and successful business employment experience required. Recruitment #CC-15D.

Physical Science—Chemistry, physics preferred. Recruitment #CC-16D.

Modern Languagea/Speech—Spanish preferred; also 18 gradu-ste hours in Speech desired. Recruitment #CC-17D.

• Humanities—Humanities, philosophy, or ethics preferred. Recruitment #CC-18D.

Twelve-month coordinator positions. Bachelor's required, master's preferred. Salary \$33,683. Positions available July 1, 1992.

Financial Aid.—Experience in successfully managing student financial aid programs required. Recruitment #CC-19D.
 Continuing Education—Successful experience in planning, conducting and evaluating continuing education or husiness training programs. Recruitment #CC-20D.

Candidates must submit an application letter addressing criteria in this notice and the position description, a completed ECC application and copies of appropriate transcripts. Please send to ECC Fluman Resources Department, Box 06210, Ft. Myers, FL 33906. The application deadline is July 2, 1992, or until the position is filled. Please call 813/489-9280 or FAX 813/489-9399 for position descriptions and minimal qualifications.

EA/EO Employer 5moke-free workplace

Lord Fairfax Community College

Instructor/Assistant Professor—Engineering Technology: Bachelor's dugree in Engineering/Engineering Technology and a minimum of two years of related occupational experience required; master's degree with 18 graduate semester credits in Engineering Engineering Technology, emphasis in mechanical or dvil engineering technology and previous training experience in a comprehensive community college are preferred. Salary range \$23,859-832,694. Commonwealth of Virginia Application (DPT Form 10-012), résumé, 3 Lord Fairlax Community College recommendation forms, copies of graduate and undergraduate transcripts required. Applications will be accepted until the position is filted; review will begin july 7, 1992.

will begin July 7, 1992.

Counselor for Project PRO (a community college/area hospital work-place literacy program) Reopened: Master's degree with 18 graduate semester hours in counseling/related field required; experience in high school/community college counseling, and demonstrated understanding of business/industry operations preferred. Salary based on qualifications and experience is negotiable. Commonwealth of Virginia Application (DPT Form 10-012), résumé, 3 Lord Fairfax recommendation forms, and copies of graduate and undergraduate transcripts must be received by July 6, 1992.

Counselor—Restricted, temporary (8/1/92 to 5/15/93) master's degree required position: Will replace counselor on educational leave. Successful student services experience in a community college is preferred. Salary is \$20,225 for the period. Commonwealth of Virginia application (DIT 10-012), résumé, 3 Lord Pairfax recommendation forms, and copies of graduate and undergraduate transcripts required. Applications will be received until the position is filled, review will begin June 30, 1992.

Candidates for these positions should call the Personnel Office immediately for needed forms and additional information regarding the positions.

Women and minorities are encouraged to apply.

Lord Fairfax Community College, P. O. Box 47, Middletown, VA 22645, (703) 869-1120. An Affirmative Action, Equal Opportunity Employer.

Finance: Position svaliable August 1992, Doctorale or advanced ABD preferred. Teaching duties include typical undergrad-uate finance and rolated coprass. Howard Payne University is primarily a leaching in-Payne University is primarily a teaching in-strution with a distinctive Christian em-phasis. Prior teaching experience is a plus. Seni resume and list of references to Fin-ance Search Committee, Howard Payne University, 1000 Fisk, Brownwood, Texas 76501.

English as a Second Language: Sceking a qualified person to bead English as a Foreign Language program for Texas A&M. Kortyama. Japan campus starting Fall. 1992. M.A. in TESL or related degree; extensive overseas teaching experience; said administrative experience; expensive overseas teaching experience; said administrative experience. Benefits include annual round trip airfare, furnished apartment, insurance package, elipead, and other benefits. Contact: Dr. Bill Stout, Director; Texas A&M. University/Korlyama-1-120-12 Motomachi; Korlyama-Sir, Fuht-aldina-Kan; S63 Japan; Fux: 0349-39-5976. Deadline: June 30, 1992. AA/BOA.

financial Aid: Financial Aid Administrator. Southeastern Academy lavites applications for the position of Financial Aid Administrator. Responsibilities include daily operations/supervision of automated FA office, default management, file review, verification sproedures and coupseling. Qualifications include a bachelor's degree; proven work experience; thorough knowledge of Taile V regulations, seed analysis and default management; strong managemid, supervisory and organizational skills and a strong service origination. Send risume with asiary history to Eric D. Weber, Vice President of Administration, Southesstern Academy, 233 Academy Drive, P. O. Box 421768, Kristimmee, Florida 34742-1768.

Genetics Geneticist. Tenure track positions. Genetics: Geneticist. Teaure track position at the assistant professor mark available be-ginning Jenuary 1993 or August 1993 for Geneticis. Responsibilities include seach-ing atnotics for major and non-major pery-



Middlesex Community College, a mid-sized community college located a south central Connecticut, seeks full-tune fuculty and administrators to

Faculty Positions

Duties include, among others teaching and related preparation of assigned courses, course development, academic advising, service on college committees. Applicants must have a masters degree in the discipline or a related one, experience with non-traditional community college students preferre

Biology - Anatomy and Physiology

Ophthalmic Dispensing - Opticianry

Counselor

Starting Date: Sept. 5, 1992. Approx. Annual Salary: \$30,000.

Duties include, among others, primary emphasis on career counseling an career placement; also, academic advising, skill building workshops, a dent assessments, problem resolution, service an college committee Applicants must have a masters degree in counseling, student services or related area; experience with community colleges, non-traditional students and special student groups (veterans, women, minonities) preferred Starting Date: Sept 1992 or negotiable Approx. Annual Salary: \$36,000

Technical Services/Bibliographic Instruction Librarian

Duties include, among others, cataloguing, reference services, service or related committees. Applicants must have an M.L.L., experience in com munity college setting preferred

Starting Date: Sept. 1992 or negotiable Approx. Annual Salary: \$35,000 TO APPLY: Forward resume, letter of intent, names of three references and transcripts to Mrs. Ide L. Best, Personnel Director, Middlese Community College, 100 Training Hill Road, Middletown, CT 05457. Applications must be postmarked by JULY 13, 1992.

Middlese: Community College is an equal upportunity/affirmative action employer no Protected group members are strongly encouraged to apply

COMMUNITY & TECHNICAL COLLEGES of CONNECTICUT

INSTRUCTORS



Solano Community College is located in Northern California and neatled midway between San Francisco Bay, the wire country and Sacramento and serves 12,000 credit students and another 6,000 non-credit students. Enthusiastic, qualified instructors are boing sought for the following disciplines:

Art Instructor Salary: \$31,631 - \$48,024 Deadline to submit materials: 7/13/92 at 5:00 p.m.

Physical Education Instructor Football Coach

Salary: \$29,109 - \$48,024 (Plus up to 48 hrs. additional pay for time worked beyond 175 contracted days, upon approval) Deadline to submit materials: 6/29/92 at 5:00 p.m.

Benefits: College-paid medical, dental, and vision plans for employee and dependents; life insurance for employee

Starting Date: 8/14/92 For information and application materials contact:

Solano Community College 4000 Suisun Valley Road

Suisun, CA 94585 707/864-7128

EQUALOPPORTURITY AND BUSINESS ACTION EMPLOYED AND ENCOURAGES MINORITIES AND WOMEN TO ATTACK

ice courses, and establishing a research program involving undergraduates Ph.D: in sensition or Ph.D. in budoncal field with specialization in penetia required. Candidates must provide evidence of tracking and research effectiveness. Mimonitas and women are expecially encouraged to apply. Send letter of applycation, carrisulum state, transcripts, statement of long-term suels, and three letters of recommendation to. Dr. Simon Beething. Search Committee Chairperson, Budony Department, Suppery Rock University, Shapery Rock. Prinsylvania (607). The deadling for receipt of applications is September 15, 1992. Slappery Rock University is an Affirmative Action, Roual Opportunity Employer.

Gaography: Petria State University, pac-year temporary positions for a Occuprapher to teach in a global and grafticultural under-

frigural General education curricum. Privacai Generally and Computer the point required as it the artirly cash. World Reinstons, and US and Computer the In Geography preferred, target and the In Geography preferred, target and closely with students and colleagues have every, and teaching experience after the first the students of the Salary of prilities with other state-assisted united that in Machigan. Position available for temper 1992, contingent upon immediately and curricum unit the position at the grant of the current of the state-assisted upon the contingent of the state-assisted upon the state and consideration of the state-assisted upon the position of the state and consideration of the state an



The Fletcher School

Will facilitate communication with and strengthen the relalonship between alumni and he Fleicher School through various activities: write, edit, and produce high quality publications; maintain alumni latabase; develop and implement operating plan for aluntni activities; provide service to alumni and alumni organi rations; and identify alumni prospect. Requires BA/BS: excellent writing and editorial skills; ability to work with graphic designers and photographers; thorough knowedge of print production; broad understanding of or interest in international affairs; computer experience; aten tion to detail, and strong interpersonal and organizaonal skills. Please send 2 renumes and 2 cover letters to Ms. Deanna Roberts, Hu-man Resources, 169 Holland Street, Somerville, NIA 02144. An affirmative action/equal opportunity emplayer.

DIRECTOR OF RESIDENTIAL LIFE

Reporting to the Vice President for Student Affairs, the Director will supervise the college hous-ing program. Responsibilities will include coordinating educa-tional, cultural and social protional, cultural and social pro-grams for students; supervising, the maintenance and security functions of the domitories; counseling students on person-al, academic, and housing con-cerns; providing on-call cover-age during weekends and eve-ning; providing office hours at age duiting weekends and evenings; providing office hours at the college each week. Bachelor's degree or equivalent, Master's degree preferred. 1-3 years of residential life experience, excellent interpersonal skills including the ability to work with a diverse population of students and their lamilles. Send résume with salery bislory to Director of and their families. Sent restored with salary history to Director of Human Resources, Marymount Manhattan College, 221 East 71st Street, NY, NY 10021.

...... all publications as deemed necessary by the Drector of University Relation. The graphic artist will lend expertise to the artest of rathof IV, and to travision and printing services. The graphic artist will here supervise and train student graphic artists and perform other astignates as determined by the Director of University Publications. Must bate a antinum of a backetor's designe in an (with graphic design emphasity; two to those wars' superience in graphic design emphasity; two lost these wars' superience in graphic design and consumuration skills; proven shally to work independently and in groups; spate yearing and weckard work; proven shally to constituent with cardenic constituences. Send letter of application, rissone, and names of three references to

VIRGINIA COMMONWEALTH UNIVERSITY

Virginia Commonwealth University announces the following faculty and administrative positions. A comprehensive urban public institution enrolling nearly 20,000 students, the university is composed of twelve schools, one college, and a one-thousand had hospital larged in Richmond, Virginia.

Units otherwise noted, appointments are subject to renewal, and application deadline is July 17, 1992. Administrative positions and Medical College of Virginia Campus faculty positions are 12-month appointments commencing on July 1; Academic Campus faculty positions are for the academic year beginning August 16.

A detailed position description and list of desired/required qualifications may be obtained by writing the contact person at the department, school, and campus address indicated.

Academic Campus - Richmond, Virginia 23184-0001

Fashion Department - Fashion Design: Full-time position available beginning August 16, 1992, Professional experience in draping and drafting with strong illustration skills. Backclor's degree or equivalent required, purifolio required. Application deadline: July 20, 1992. Please submit a letter of application, résumé/vitae and three supporting letters to Cindi Pierce, Box 2519.

Student Affairs

University Housing and Residence Education: Director of Residence Education. Coordinator reports to the Assistant Vice Provost for Student Affairs, and directs the management and supervision of a residence education program for 2,600 students housed on two campuses. Responsible for recruitment and supervision of three area Coordinators of Residence Education, four Graduate Directors, and 75 undergraduate Resident Assistants; instruction of a credit course for resident assistants; advising residence hall groups; working cooperatively with other housing staff members; developing cooperative liaisons with other university departments; and implementing a program of developmental activities in the residence halls. Five years of full-time experience as an area director or other relevant residence hall experience: previous experience in program development, staff selection and training, teaching, and advising student groups is required. Evidence of excellent written and oral communications skills, counseling skills, and the ability to relate to others and work cooperatively are required. Applicants with a doctoral degree in higher effects of ourstanding experience and employment also will be considered. Letters of application, résumé, and contact information for three current references should be sent to: Search Committee for Director of Residence Education, Attention: Elaime Barney. Box 2517.

Intercollegiate Athlettes

Intercollegiate Athletics

Intercollegiate Athletics

Athletic Department: Assistant Men's Basketball Coach/full-time position. Responsibilities include: assisting in all phases of student-athlete recruitment, academic development, team travel, scouting, program public relations, summer camp instruction, and general administrative duties. Moster's degree preferred; flve years of Division I coaching experience preferred. Knowledge of and compliance with all NCAA, Metro Conference and University rules is exsential. Salary is competitive and commensurate with qualifications. Candidate should have experience working in a culturally diverse university environment. Applicants must submit a letter of application, resume, and three letters of recommendation to: Conch Sonny South, Box 2003.

Athletic Department: Assistant Women's Basketball Coachfull-time position. Responsibilities will include: assisting head coach in all facets of coaching, recruiting, scoating, and academic monitoring. Qualifications: Bachetor's degree required. Applicant must have one year's coaching experience or competitive experience in a Division 1 collegiate women's basketball program. Candidate should have experience working in a culturally diverse university environment. Applicant must send letter of application, resume, and three letters of recommendation to: Susan K. Valvins, Head Women's Basketball Coach, Box 2003.

letters of recommendation to: Susan K. Valvins, Head Women's Busketball Coach, Box 2003.

Athletic Department: Assistant Track and Field/Cross Country Coach for a Division I combined program for both men and women. Appointment is a 9-month faculty position. Responsibilities include: assisting head coach in the various events as designated, assisting with preparation and organization of home events including equipment, facilities, and officials; assisting with travel arrangements; assisting in the preparation of ocademic schedules, grade checks, study tables, physicals, and other related areas; assisting in the recruiting process as deemed proper and appropriate to the total program, as well as other dottes as assigned. Qualifications: Buchelor's degree required. Applicant must have one year's conclusing experience or competitive experience in a Division I collegiate track/cross country pagram. Natural and international competitive experience in the modific distance events is preferred. Candidate should have experience working in a culturally diverse university environment. Application Deadline: July 31, 1902. Applicant must send a letter of application, resume, and three letters of recommendation to: Frank S. Abrams, Head Track and Field/Cross Country Coach, Box 2003.

University University Library Services

University Library Services

inturative Services: Seek individual to superviso business and personnel office within Library Services. Master's degree required, preferably in library science, business, or public administration. Relevant supervisors and managerial experience preferred, as well as experience in budget, personnel, computers, financial databases, and libraries. Salary: \$30,000 minimum. Submit a resume and names and phono numbers of three references to: Barbara J. Ford, Director, University Library Sorvices, Boy 2033.

Medical College of Virginia Comput - Richnund, VA 23298-0001

General Medicine Department: Two positions available as instructor to staff an outpationt walk-in clinic. Duties include evaluation and treatment of non-neuto problems in adult patients, supervision of nurse practitioners and teaching ambulatory incidents to students and residents, Research apportunities available. Send CV to Julie Samuels, M.D., Hox 102.

Internal Medicine Department - Hematology/Oncology Division: Director, Bone Marrow Transplantation, Conditates with a track record of clinical excellence, a productive and innovative research program and a record of peer-review funding are invited to apply. The Massay Innovative research program and a record of peer-review funding are invited to apply. The Massay Innovative research laboratories with clinical investigation on the transplantation unit. The unit began operation January, 1988, and is now a major regund referral center offering allogencic and autologous transplantations for adult and pediatric patients. The clinical unit is closely affiliated with the Massey Cancer Center's Bone Murrow Transplantation Research Laboratory, a focal point for basic laboratory investigation in human bone marrow transplantation that encompasses collaborating investigators from clinical and basic science departments. The Center has had continuous core grant funding from NCI since 1975. There are nine research program areas encompassing more than 75 investigators along with eleven shared resources that support basic and clinical research. The Center has extensive programs in cancer education, outreach and provention. Contact I. David Goldman, M.D., Director, Massey Cancer Center, Box 230.

Internal Medicine Department - Infectious Disease Division: Postdoctoral position available. An MH grant-funded

man, M.D., Director, Massey Cancer Center, Box 230.

mai Medicine Department - Infectious Disease Division: Postdoctoral position uvailable. An NIH grant-funded postdoctoral fellowship position is available immediately to study antimicrobial resistance gene transfer between staphylococci. The goal of current research is to elucidate the molecular mechanisms and regulation of conjugative transfer and gene mobilization between S. aureus and congulase-negative staphylococci. The applicant should have a Ph.D. degree and experience in prokaryotic molecular biology. The research group is composed of individuals in the departments of both Medicine Unifections Diseases) and Microbiology/immunology who study the molecular pathogenesis of staphylococcal and streptococcal infections. Please send curriculum vitae and names of three references to Gordon L. Archer, M.D., Box 49.

Internal Medicine: Instructor-Nephrologist. Must be skilled in the areas of consultative nephrology, acute and chronic hemodialysis, continuous ambulatory peritoneal dialysis and renat transplantation. Must have prior research experience in cell transport methodology. Must be BC in Internal Medicine and BC/BP, in nephrology, Forward CV to Dr. Dom Sica, Box 160.

Pediatrics Department: Assistant Professor. BC Pediatrics, BC/BE Pediatric GI skilled in GI diagnostic and therapeutic procedures. University setting with fellowship program. Protected research time. Contact Wilma Norris, Box 646.

Radiology Department: Full-time, non-tenured, permanent positions in Diagnostic Radiology. M.D., ABR certified. Contact Anthony V. Proto, M.D., Box 470.

Radiology Department: Full-time, non-tenured, permanent positions in Nuclear Medicine. M.D., ABR certified. Contact Anthony V. Proto, M.D., Box 470, MCV Station.

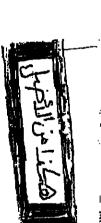
Radiology Department: Full-time, non-tenured, permanent positions in Radiation Physics. Ph.D. (1) M.Sc. (1). Contact Panos Fatouros, Ph.D., Box 72, MCV Station.

VCU is an EO/AA Employer.
Women, minorities, and persons with disabilities are encouraged to apply.

Health Administrations Lecturer / Sentor Lecturer. The Shan Graduate Program in Health Services Administration is seeking a Health Administration professional to fill a non-tenura track position as Lecturer or Sentor Lecturer. This position has these nation responsibilities: serve as primary illusion between the program and health administration professionals, nithman and field training preceptors, teach a minimum of two graduate health administration courses per year (typicared areas of instruction include health activities management, strategic health planning, and/or health market.

ing) and provide leadership for our health policy, public education programs. Five-year, 12-mostly appointment Majimum qualifications: Master's degree in Health Adohnistration or a related area of validy, five year of relevant experience, demanstrated ability in administration, strong anterparsonal skills, and interest in teaching. Cornel University is an Equal Opportunity. Afternative Action Employer. Send curriculum vites, names and addresses of three references, and a statement indicating how you maich the position specifications to: John Kuder, Chair, Searth Committee, Department of Human Service Studies, Roem NZEA, MVR Hall, Cornell University, librae, New York 14853-4301. Applications accepted until September 1st or until position is filled.

Health Education: Assistant Professor. Tenure track position beginning August 20, 1992, teaching understadivate courses in personal and community health, school health, and substance abuse. Qualifications: Doctorate in Health Education and full-time teaching as esperience in the public schools. Additional full-time teaching at the collegate level and Red Cross First AddCPR Instructura certification preferred. Scholarly and professional service activities expected. Send letter of application, vita, transcripts, and three current leaters of reference by June 30, 1992 to: Evans Brown, Box 5043, Tennessee Technological University. Cookevile, Tennessee 1850s. An AAPEED Employer. Women and minorities are expecially encouraged to 1880s.







West Virginia Graduate College

DIRECTOR

Satellite Network of West Virginia (SATNET)

The Satellite Network (SATNET) is a program of West Virginia public higher education which uses satellite and other electronic technologies in the delivery of credit courses and non-credit programming initiated in 1988, SATNET has grown rapidly. The number of credit courses offered annually has increased from 18 to 39, and the number of students enrolled has risen more than four-fold to 3500 in 1991-92.

As a result of this growth, SATNET has reorganized to help facilitate rational growth and efficient operation of the state's higher education satellite network. A key element in the reorganization will be in the employment of a full-time director whose hiffal responsibility will be thu creation of a five year plan for distance education to cover the time period from 1993-08.

period from 1963-08.

Job Description Under the direct supervision of the President of the West Virginia Graduate College, the Director plans, coordinates and administers distance fearning programs on behalf of the State College and University Systems of West Virginia. Responsibilities: plans, coordinates and administers the Satellite Network; plans, organizes, and directs the work of the SATNET staff, provides orientation and assistance to faculty who teach on the Satellite Network; provides evaluation of the Network's credit and non-credit programs, including maintonance of a centralized data base; creates and maintains systems which account for all charges and receipts occurring from distance learning activities; prepares budget represts and implements the approved budget for SATNET; assists the Dislance Education Oversight Committee in developing policies and procedures for distance education; responsible for the development of a strategic plan for SATNET; chairs the Academic Users Group of the State College and University Systems; coordinates the production and distribution of publicity materials for the distance learning program; testures the adequacy of the receiving sites; serves as a momber of the state wide Distance Learning Coordinating Council.

Qualifications: Master's degree required in Communications.

Coordinating Council.

Qualifications: Master's degree required in Communications, Mass Communications, or other appropriate field; considerable knowledge of the philosophy, organization, and utilization of instructional tole-communications services and experience in distance learning methods, tecliniques, procedures, and equipment are essential; a successful record of financial management, scheduling, planning, and supervising the work of others; skilled in establishing and maintaining effective working relationships; excellent onlined written communications skills required; and demonstrated interest in professional development.

Genoral Information: Candidate should submit a letter of application, vita, three letters of recommendation, and names of references, including current supervisor who might be called during screening process. Salary: Commensurate with experience and qualifications. Starting Date: August 17, 1992.

Application Closing Date: July 6, 1992.

HUMAN RESOURCE DEVELOPMENT OFFICE WEST VIRGINIA GRADUATE COLLEGE P. O. Box 1003
Institute, WV 25112
Phone: 304-766-1904

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Assistant Director Student Counseling Service

Miami University

Assists with administrative management of professional staff and with functions of a comprehensive counseling service to include providing individual and group counseling, outreach programming, staff consultation, and clinical supervision.

Requires a Doctorate in counseling and clinical psychology. license as a psychologist, and experience in college psychological services. Desired is administrative and supervising ex-

Send letter of application, resume and three letters of reference by July 3, 1992 to Kip Alishio, PhD, Student Counseling Service, Miami University, Oxford, Chio 45056. Equal opportunity in education and employment m/l/h.

ibe povision of a comprehensive welkoess program to the University community. The Coordinator of the Wellness program must work cooperatively with all programs of-fered by Campus Receasion. The selary is commensurate with qualifications and at perference. A matery a Degree of Exercise Science, Hysical Education, Heath or a related field. Two years of experience in managing wellness related programs. Preference given to candidates programs. Preference given to candidates programs. Preference given to the candidates programs. Preference given to the candidates programs. Preference given to candidates programs. Preference given to the candidates programs. Preference given to the Campus and Sports Healthough a Marchael Cellings of Sports Healthough given the candidates a minimum. Certification required by an of first year of smpleyment. NIRSA certification preferred, Must possess apperior praised written communication skills and have a strong commitment to student development and caspus life. The closing due for all applications materials is July 24, 1992. Submit letter of application, resume, three current

Bachelor's degree required, Master's degree desirable. Minimum five years' admissions experience atrongly preferred. Excellent management, recruiting and communication skills necessary. Salary is very compositive and commensurate with candidate's crodentials and experience. Review of applications will begin immediately and continue until positions are filled. Candidates should submit a letter of application, current résumé and three references to: Roger Nieman Director of Human Resourcos Buller University 4600 Sunset Avenue Indianapolis, IN 46208

Butler University is on Equal Opportunity Employer Women and minorities oncouraged to apply.

BUTLER UNIVERSITY

Associate/Senior Associate Directors

Office of Admissions

Applications are invited for two uppor lovel positions from admissions professionals. Builer University is an independent, non sectorium university of 4,000 students, offering 60 majors located on a 315 earn campus in a residential section of indianapolis.

Direct general recruiting activities of the office staff; averses organiza-tion of on and off campus visitation programs and receptions; design admissions strategies for E.P.S. markets; supervise staff and attained workers; maintain lisison with secondary school counselers and imple-ment an alumni recruiting organization.

Associate/Senior Associate Director—Internal Operations
Associate/Senior Associate Director—Internal Operations
Manago office communication work flow and properation of manugument reports; implement admissions strategies for E.P.S. markets; oversee staff lieison activities with academic departments; supervise staff and student workers; direct processing of applications and assist in the formulation of student publications.

Both positions report to the Dean of Admissions. Additional duties include conducting on-campus interviews and avaluating applications for undergraduate admissions. Limited travel required.

Associate/Senior Associate Director—Recruiting





DIRECTOR OF ADMISSIONS

The University of Miami seeks an energetic and experienced individual to lead and manage the recruitment and admission of undergraduate students. The director reports to the Vice Provest and Dean of Euroliments; will be responsible for the operations and recruitment activities of the Office of Undergraduate Admissions including planning, recruiting, budgeting, and supervision; and will be an integral part of an enrollment management team.

the successful applicant will have least five years of progressive experience in admissions; a thorough understanding of admissions-related research and statistics; a working knowledge of computer applications; an understanding of the undergraduale recruitment/admissions/enrollment process; and highly developed oral and written communication skills. This person will also have the ability to deal with a wide variety of individuals and situations in a constructive way.

The letter of application, résumé, and the names and telephone numbers of three references should be sent, no later than July 5, 1992, to:

Director of Admissions Search University of Miami Office of Enrollments P. O. Box 248085 Coral Gables, FL 33124-4615

The University of Miami is an Affirmative Action, Equal Opportunity Employer.

Marymount Manhattan College

Marymount Manhattan College is currently seeking an Assistant Registrat to assist in all aspects of planning, organizing, and managing the Registrat's Office. Specific responsibilities include coordination of the registration process; assisting in the formulation and implementation of acastudent records; course scheduling; classroom assignments; maintenance of of the course roster file; publication of the schedule of classes; graduation end of term grades.

Applicant should be producted to the schedule of classes of the schedule of terms grades.

Applicants should have a Bachelor's degree and at least (4) four years of related experience with demonstrated knowledge and experience in automated record systems.

Send résumé to Christina Flanagan, Director of Human Resources, Marymount Manhattan College, 221 East 71st Street, New York, New York 10021. Women and minorities are encouraged to apply.



CHATHAM HALL

In 1994 Chutham Hull will celebrate 100 years as one of America's leading college preparatory schools for girls. The beautiful campus at the footbills of the Blue Ridge Mountainin Virginia is an ideal setting for developing female leaders. We are seeking two development professionals with outstanding fundraising skills who embrace the unique ideals of this single-set boarding school. These individuals will play a key role in the school's centennial fund-raising campaign.

Annual Glving Officer --- Responsible for all aspect of annual fund-raising, including the solicitation of alumnae, parent and foundations; coordinates donor data hase, direct mail, alumns volunteers, matching gift program, and grant writing. Experience in leading an annual fund-raising campaign and outstanding communication skills are required.

Capital Giving Officer - Responsible for donor research and rating, including the development of strategies to cultivate top donors; manages the fund-raising efforts of the head of school, the board of trustees, and alumnae volunteers. The ability to motivate and train volunteers in solicitation techniques will also be a facet of the job. Three years of experience in capial giving is preferred. Superior communication skills and knowledge of information systems are required.

Chatham Hall offers a competitive benefits package. Please send resumé and one-page writing sample to:

Joselyn Cox, Director of Admission and Development Chatham Hall Chatham, VA 24531

POTSDAM COLLEGE

OF THE STATE UNIVERSITY OF NEW YORK

Senior Financial Aid Advisor

Potsdam College of the State University of New York invites applications for a Senior Financial Aid Advisor who will assist with the administration and organization of student-centored office. Specific duties will include providing effective counseling to students and parents relative to the financial aid process; supervising and coordinating the College-Work Study and Paces Assistantiship student employees ployment programs; administuring the fluancial aid aspect of the EOP program; administering the APT'S program completing the student aid processes of packaging verification, and confirmation of federal awards; and supporting student recruitment and retention efforts. Qualifications Applicants must have a professions of successful Applicants must have a minimum of two years of successful financial aid counseling experience in a college or university setting. Personal qualifications must include the ability to communicate and work well with students, parents, staff and other College personnel. Preference will be given to candidates who are competent in the operation of computer based student record systems. A master degree is preferred but not required. Send letter of application resume and the name and telephone number of three Current references to Kathryn Perry, Human Resource Development, Potsdam College, Potsdam, NY 13674. Application review will begin June 22, 1992 and continue until the position is filled. Potsdam College is an equal opportunity affirmation resilient application committed to opportunity affirmative action employer committed excellence through diversity.

History and Western frontization Begin ning August 31, 1992 (me year appaintment. Fifteen hours the convers) per second-dered until position filled. Heave tend phone numbers of three references to Personnel Services, Jack souvalle State University. Jacksoville, Alahama 30:265. An E.W. A.A. Employer.

History (Geography: [myractor/Director Tyler Junior College, Tyler. Tenas, aceks of Geography Instructor/Director, a man dividual for the position of History: Geography Instructor/Director, a mane dean of humanities and social scenes. With 18 graduate hours in heaving tengences with 18 graduate and scene focus scenes, with 18 graduate and scale scenes. With 18 graduate hours in heaving tengence teaching experience in higher education records and proposed for the position of the proposed Services, Tyler Junior College. P. O. Dos 900. Tyler. Tenas 7771 More Personnel Services office, 901-510-2419 graduate and science of prace, color, maisonal ortem, as a policy with the Tyler Junior College does not discrimentate the personnel Services office, 901-510-2419 graduate and science of prace, color, maisonal ortem, as a policy with the management and selector of prace, color, maisonal ortem, as graduate in institutional. Journal of the proposed to a proposed to the consistence of the proposed of the color of the graduate of the color of the proposed of the propose



ILLINOIS STATE UNIVERSITY Bloomington / Normal

Assistant Director of Development/Prospect Research

PRIMARY PUNCTION OF POSITION: Organize and manage a prospect research information, management and tracking program to support the fund-raising efforts of the university, Responsible to Director of Development program to support the fund-misling e DUTIES AND RESPONSIBILITIES:

Provides prospect information, analysis and reports for major and planned gifts for individuals as well as for corporate and

foundation gifts.

2. Maintains a prospect management system for individuals and corporations/foundations.

3. Prepares, enhances, and controls files on all prospects including an up-to-date geodemographic screen program.

4. Assists in establishing and implementing policies and procedures governing the advantage and release of records.

5. Manages research and prospect proposal tracking to compile prospect lists and to identify, categorize, evaluate, and rate

prospects.

6. Provides support for major data gathering projects, e.g., aurveys, studies, profiles, ordering and clipping pertinent periodicals and published resources.

7. Maintains a research library and access to electronic sources of information.

8. Oversees the circulation of printed matter regarding donors, prospects, trends, philanthropy, and education to appropriate

staff members.

9. Develops and maintains an appropriate system for filing, retrieving, retention, and disposition of institutional Advidocuments. 10. Performs other duties as assigned by Director of Development

III. Performs other dates as assigned by Detection to Leverapinent.
MINIMUM EDUCATION AND WORK EXPERIENCES IS S.B.A. degree required, M.5. preferred. Two or more years' experience in prospect research, preferably in a college/university setting. Demonstrated expertise in applying research methodology to support fund-raising programs. Familiarity with computerized databases and the application of information systems to support prospect management and tracking. Exceptional organizational skills and alternion to accuracy in detail are essential.

Assistant Director of Development/Telefund

PRIMARY FUNCTION OF POSITION: Administer the on-line provision of the telefund services. Responsible to Director of **DUTIES AND RESPONSIBILITIES:**

Maintains and implements systems for solicitation of Annual Fund contributions by telephone.
 Coordinates overall training program, motivation, and continuing education for Telefund representatives.
 Assists in providing consultation to representatives of the academic units.
 Responsible for the recruiting, training, evaluating, termination, payroll and payroll activities for student trainers and telefund representatives each sensester.
 Supervises staff in the performance of their responsibilities of providing writing support in the form of scripts and not-contacted letters.

Assists in the preparation of correspondence and troubleshooting throughout each telefund campaign 7. Performs other dulies as assigned by the Director of Annual Funds.

MINIMUM EDUCATION AND WORK EXPERIENCE; Master's degree preferred. Experience in a university or similar telefund operation required. Demonstrated managerial ability of large staff. Organizational and written skills needed. Knowl adge of computers and automated telefund systems preferred.

Assistant Director of Development/Major Gifts (three positions)

PRIMARY FUNCTION OF POSITION: Responsible for cultivating and soliciting major gift prospects. Responsible to Director of Development.

DUTIES AND RESPONSIBILITIES:

1. Evaluates, cultivates, and solicits major gift prospects.
2. Cultivates and solicits deferred gift prospects.
3. Assists in the development, organization, and maintenance of volunteer networks.
4. Assists with planning and implementation of strategies developed to meet academic fund-raising goals and objectives.
5. Performs other dulies as assigned by the Director of Development.
MINIMUM EDUCATION AND WORK EXPERIENCE: Master's degree preferred. Two to four years' experience in fund misting and demonstrated ability to successfully secure private gifts.

SALARY (for all positions listed): Salary is competitive and commensatate with qualitications and experience.

CLOSING DATE (for all positions listed): To assure full consideration, submit a cover letter, resume, and three references by July 15, 1992 to:

Dr. Judith K. Riggs, Associate Vice President for Institutional Advancement Illinois State University Hovey Hall, Room 401, Normal, II, 61761

College Relations Manager

This exceptionally challenging position with M&T Bank in Buffalo, requires a candidate who can manage the Corporation's growing college recruiting effort throughout the United States.

We seek a strong manager who can lead the recruiting activities for our management trainee program and direct sourcing of business and liberal arts graduates. This includes the entire spectrum of college recruiting (i.e. campus visitations, mailing programs, corporate literature, etc.) At present, our recruiting effort involves approximately 40 colleges and universities and is expanding. Applicants must possess strong administrative skills which include team building and supervision, and be able to maintain and build strong professional relationships with placement directors at major institutions. As you will be interacting frequently with senior officers of the Bank, your communication and presentation skills must be excellent. If you are the candidate who can immediately "take charge" of our college relations program and produce quality candidates and impressive offer/acceptance ratios, this position should interest you.

Salary is commensurate with experience and is accompanied by a Flexible Benefits plan and relocation package. Qualified candidates should submit a cover letter, resume and salary history, to: Human Resources Department-WM, M&T Bank, One M&T Plaza, Buffalo, NY 14203. An equal opportunity employer M/F/H/V.

Manufacturers & Traders Trust Company (M&T Bank) is a subsidiary of First Empire State Corporation, a regional bank holding company headquartered in Buffalo, NY with offices throughout New York State, Ohio and Pennsylvania. As of July 1, 1992, with the federally approved acquisitions of Central Trust Company and Endicott Trust Company, First Empire will grow to \$10.6 billion in assets and 4,200 employees. We enjoy a reputation of being a solid, well managed institution, recently described as America's most risk-free.



DIRECTOR OF CAREER COUNSELING

Ferrum College

Ferrum College is a United Methodist Church related, comprehensive, co-ed, four-year college of 1,200 students located 35 miles south of Roanoke, Virginia.

Duties of the Director include planning, implementing, and evaluating career planning and placement programs, career assessment testing, development of a resource library, development of on-campus and off-campus recruitment and placement programs, and maintenance of appropriate stu-dent and alumni files. Reports to the Vice President for

MINIMUM QUALIFICATIONS: Master's Degree and experience in career services.

Position available no later than August 1, 1992. Salary and benefits competitive. Send letter of application, resume, and three letters of reference by July 8, 1992, to Mrs. Freeda Watson, Coordinator of Personnel Services, Ferrum College, Ferrum, VA 24088. EOE.

Ferrum College encourages
applications from women and members of minority groups

rank. Send letter of application, statement of research interests (including an assessment of citizen letters) as the first statement of citizen letters in the citizen letters (including an assessment of instructional contexts, 3) applying men of critical issues in the field), curricu-lum viase, copies of transcripts, and four toters of reference to Dr. Cordon Bradley, Center for Utan Horticulture, GF-15, University of Washington, Seattle, Wash-naton 9812 256-685-0821. Closing date: September 1, 1992. Affirmative Action, Equal Opportunity Employer.

Muman Development/Educational Psychology: Assistant/Associate Professor. West Virginia State College. Pull-lime tenure track position in the Department of Education bealtming in Fail 1992. Applicants must have a doctorate from a regionally accredited institution in human development/cducational psychology and preferably a supplemental field in one of the following: educational media and distance learning education. Candidates at the dissertation defines stape should apply. A minimum of three years, classroom teaching experience in K. 2 school sattings is required; naperience in temperature settings in predured. The successful candidate should demonstrate a commitment to: 1) serving the

ASSOCIATE LIBRARIAN

THE COLLEGE: Pullon-Montgomery Community College is a comprehensive institution with approximately 2000 full- and part-time students enrolled in credit programs and approximately 5300 others participating in non-credit programs. FMCC is located approximately 40 miles west of Albany and is part of the State University of New York. RESPONSIBILITIES: Assist with Collection Development, Bibliographic Instruction, Cataloging, Reference Work.

QUALIFICATIONS: An MLS from an ALA-secredited school and excel-

lent communications and interpersonal skills. Library experience de-sired, preferably at a college, in Cataloging, OCLC, Computer Use, Reference Work, Bibliographic Instruction.

Reference Work, Bibliographic Instruction.

SALARY: Salary commensurate with experience and qualifications of the successful applicant. Range mid 20's (9 month academic appointment). Anticipated starting date is September 1, 1992.

APPLICATION PROCEDURES: Send résumé, three (3) references and statement of how your qualifications meet those tisted to: Frank J. Matser, Affirmative Action Officer, Fulton-Montgomery Community College, Johnstown, New York 12095-9609. Applications will be accepted until June 26, 1992, or until position is filled.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

SENIOR DEVELOPMENT OFFICER

FOUNDATION RELATIONS

The Claremont Oraduate School, Institute of The Claremont Colleges, seeks a skilled professional to manage all aspects of its foundations giving program. Min. 5 years' responsible educ. & exper. Salary DOQ.

Forward résumé: The Claremont Colleges, Personnet Services, 150 E. Bih Street, Claremont, CA 91711.

EOE/AA M/F

Offector of Human resources, Georgia Southwestern, a 2,300 students, 300 employee liberal arts and science college with telect professional and master's level programs, is a Senior Unit of the University System of Georgia, Qualifications: Bacterior's Degree in flumum Resources Management or related area, Master's preferred. Three years' experience in Human Resources Management, preferably in an academic setting, indicative, creativity, sensitivity, and dirons organizational and aralytical skills required to brild professional

ASSOCIATE DIRECTOR OF PHYSICAL PLANT

Search Extended

Amherst College, an independent, undergraduate, residential, liberal arts insti-tution, invites applications and nominations for the position of Associate Direc-tor of Physical Plant. The Associate Director, who reports to the Director of Physical Plant, provides leadership and direction to the operations group pertaining to maintenance of buildings, utilities, engineering and central steam plant corrections.

The plant includes 60 college buildings, 120 faculty residences, and approximately 1,000 acres of land in the center of the Town of Amherst, MA. The operating budget of the operations group for FY 1992-93 is approximately \$6 million and the personnel complement is approximately \$5 FTE.

The Associate Director participates in the planning and design of new construction and major alterations and makes recommendations as appropriate to the Director; will serve as principal assistant to the Director and as Director in his absence.

Candidates must have appropriate physical plant and management qualifica-tions with 8-10 years' demonstrated experience at a college, university or similar enterprise. Professional certification is preferred. Must be computer literate and have excellent communication skills. Interested candidates should forward a résumé and three professional references to: Director of Personnel, Box 2204, Amherst College, Amherst, MA 01,002-5000. All inquiries will be acknowledged. Applications/résumés will be accepted until the position is filled.

Amherst College is an Equal Opportunity, Affirmative Action Employer and encourages women and minorities to apply.

minorities are encouraged.

Industrial Engineering: Senior faculty position, New Mexico State University, Las
Cruces, New Mexico. ABET accredited
program. Engilment in undergraduate,
master's, and Ph.D. programs is currently
130 students. NMSU is an equal opportunity, affirmative action employer. To apoly,
please contact: Satish J. Kamat, Department Head, NMSU, P. O. Box 3001, Department 4230, Las Cruces, New Mexico
8803; Phone: 503-646-2774, Fax: 503-6462776, Agoly by: June 24, 1992.

os. Pria coma com-



University

AT GEORGETOWN, TEXAS

Assistant Director of Career Services: Southwestern University is accepting applications for the position of Assistant Director of Career Services. The successful candidate will develop and implement innovative programs to promote career development and employment success for students; provide individual and group career counseling; develop and present career workshops; establish and maintain professional working relationships with employers; seek and identify job opportunities; administer and interpret standard interest inventories; create informational publications to market career opportunities, workshops and programs to the campus community; publish the Annual Placement Report; oversee the management of the Career Resources Library; monitor the work study budget and initiate and oversee mailings to targeted student populations.

A backelor's degree (master's preferred) in student development, counseling, or human resources is required. Two years of work experience in career services is preferred. Basic computer knowledge and familiarity with the mission of a national liberal arts and sciences institution are desirable. The successful candidate must possess excellent communication, organizational, and writing skills, as well as expertise in job search methodologies and knowledge of employer recruiting procedures.

Southwestern University is a selective undergraduate institution committed to broad-based liberal arts and sciences education. Affiliated with the United Methodist Church, it has over 1200 students and a history of stable enrollment. Southwestern's endowment of more than \$136 million ranks among the highest per student of undergraduate institutions in the country. The University is located in Georgetown, Texas, 28 miles north of Austin, the state capital, and site of The University of Texas.

Applicants should send a letter of application, résumé, and the names, addresses, and telephone numbers of three references to the Office of Human Resources, Job #106, Southwestern University, P.O. Box 770, Georgetown, TX 78627-0770. Applications will be accepted until suitable candidates are identified. This position will begin July 1, 1992.

Southwestern University is an Affirmative Action, Equal Opportunity Employer.

The NETWORK, Inc., a progressive educational

Education Researchers

quantitative research methodology backgrounds.

Senior position will be responsible for designing

projects including supervision of staff. Persons In both positions will conduct field research in a

variety of sites across the nation. Knowledge of

k-12 science and/or math education desired.

NETWORK, Inc., 300 Brickstone Sq., Suite 900,

Excellent writing skills regulred. Classroom-

based research experience preferred.

Send resume to Personnel Director. The

Andover, MA 01810. NO TELEPHONE

and coordinating several research and evaluation

research and development firm, seeks

candidates for the following positions:

Seeking senior and mid-level educational

researchers with strong qualitative and/or

Career Consultant Georgetown MBA Program



This year, the Georgetown MBA Program proudly celebrates its first decade. Pully accredited by the AACSB, the Program enrolls 320 full-time students from across the United States and from more than 25 different countries. Located in the heart of Washington, D.C., Georgetown University offers students and staff the opportunity to experience the rich political business, and cultuml environments that characterize our nation's capital.

As a result of its recent expansion, the Georgetown MBA Program has initiated a search for a Career Consultant. This full-time academic position reports to the Director of MBA Career Management at the Georgetown University Schnol of Business Administration.

The Consultant will focus on counseling MBA sindents, both on an Individual basis and in group settings. The Consultant will assist in the design and planning of workshops and seminars and will select and interpret self-assessment and other career testing instruments for students.

The Consultant will also assume many administrative responsibilities, including maintaining employer and student databases, strengthening the existing career resource library, assisting in the preparation of publications, developing surveys and compiling statistical reports, and participating in the design and implementation of policies, systems, and procedures. In addition, the Consultant will play an integral role in enhancing relationships with MBA students, employers, faculty.

and aumin.

The position requires the proven ability to relate well to MBA students and to interact with employers. Prior experience working with MBA's or other professional-level candidates is proferred. A graduate degree (either an MBA or a degree in counseling and student personnel work) is desired. Experience in a University career planning and placement center or as a college relations coordinator would be holpful. Salary range is \$28,000-830,000, and a comprehensive benefit package is provided by the University.

To be considered for this position, please submit a résumé and cover

Dr. Christopher Shinkman Director, MBA Career Management Georgetown University School of Business Administration 105 Old North Washington, D.C. 20057-1008 Applications must be received by June 29, 1902.

Georgotown University is an Affirmative Action, Equal Opportunity Employer.

COORDINATOR OF WOMEN'S CENTER

William Paterson College sooks an experienced professional to provide leadership for programs and activities designed to enhance and enrich the college experience for women.

Reporting to the Dean of Students, the Coordinator will counsel, control budget, develop programs, referrals and pro-ective education that meet the needs of our particular student population, and catabilish liston with the local community. Meater's degree in Counseling or related area, minimum of 35 years experience in higher education, strong background in counseling, and excellent communication and interpersonal skills required; management and grant writing skills preferred.

Hinimum clarting salacy: \$33,419 for this 12-month position.

Milliam Paterson College, on a 250-acre suburban campus 20 miles from New York City, is an accredited state college offering 50 undergraduate and graduate programs. WPC is an affirmative action/equal opportunity employer.

Please send resume with 3 letters of recommendation by July 6, 1992 to:



DR. ROBERT PELLER Associate Dean of Students
WILLIAM PATERSON COLLEGE Drawer DD Wayne, NJ 07470

Information Systemu The University of Texas at Sun Antonio has one leasure rack position open in information Systems at the Assistant Professor level effective September 1, 1992 or Jassury 15, 1993. Primary areas of interest are in COBOL, C Proparation of Professor level effective September 1, 1992 or Jassury 15, 1993. Primary areas of interest are in COBOL, C Proparation of Professor and Individual Systems of Professor Application includes count-rip Boston/Systems or Tolecommunication. Application Systems of Instructor, Listers of application independent of the Professor Rusself desired in the Professor Rusself (desired in Assistant Vice President, internation of Instructor, Listers of application independent of Professor Rusself (P. Briner, Director, Division of Academic Professor Rusself F. Briner, Director, Division of Academic Professor Rusself F. Briner, Director, Division of Academic Professor Rusself F. Briner, Director, Division of Academic Professor Rusself Instruction Systems. Codese of Business, The University of Texas at San Antonio, San Antonio, Texas 78,49,6931. Application of Professor Rusself Instruction Systems. Codese of Business, The University of Texas at San Antonio, San Antonio, Texas 78,49,6931. Application of Professor Rusself Instructor and names and addresses of three references, and vits should be sent to Professor Russell F. Briner, Director, Division of Accounting and Information Systems, College of Business, The University of Taxas at San Astonio, San Antonio, Texas 78:49-0632. Applicants should induct u United States editionable, permanent residency or vita status, Applications must be received by July 15, 1992. The University of Toxas at San Antonio.

anapolis. Half of this full-timp peat will be devoted to directing the high school press association, a "A-year-old organization founded and beadquartered at Franklin and serving all high schools in the state. The other half will be college-level teaching of journalism, possibly including such courses as Ingroduction to Mass Media, Basic Reporting, Basic Patolicuralism, and/or Copy Editing. Minimum of M.A.M.S. required, with a sperience in high school teaching and publications advising desirable. Person publications advising desirable. Person about the a viscorus exponent of high school teaching and publications working compensatively with the IHSPA's independent board and the college, and realinghing an active center for high school locations and the college, and realinghing and section also the college, and realinghing and section of the college, and realinghing and section of the college. The college of t

The University of Scranton invites applications for the position of Assistant Director of Residence Life for Upperclass and Graduate Housing.

Residence Life

The University of Scranton is a highly selective Catholic and Jesuit institu-tion of 5,000 students located in Northeastern Pennsylvania. Committed to liberal arts education, the University enjoys strong professional and pre-professional programs, with highly ralented faculty and an emphasis on student involvement in addressing the needs of its community.

The Residence Life program serves 1,800 students living in 12 University residence halls, houses, and apartment buildings with a stull of M2 R.A.'s and 5 graduate assistants.

Duties: One of two Assistant Directors reporting to the Director of Residence Life, the Assistant Director or Residence Life for Upperclass and Graduate Housing is responsible for: I) upperclass housing operations (as signments, physical plant lialson, database management, report generation); 2) the supervision and training of Resident Assistants/Graduate Assistants assigned to upperclass building; 3) program development and implementation for 1,000 upperclass and graduare resident students; 4) participation in an on-call response schedule; and 5) participation in departmental and division planning and programming efforts.

Qualifications: Candidates must possess a Master's degree in Counseling and Student Personnel or a related area and three years' experience in housing and residence life. The successful candidate will pussess the skill, commitment, and creativity necessary to build upon existing living/learning programs which include a residential college, theme houses, and good faculty and staff involvement. The need for availability requires willingness to live in a University anattment.

Remuneration: Salary and benefits are competitive. A furnished apartment

Application: A letter of application which includes the candidate's student development philosophy, a current vita, and names, addresses and telephone numbers of three references should be received by June 12, 1992 to the address below. The position is open beginning July 13, 1992.

Personnel Services University of Scranton Scranton, PA 18510-4679

An AA/EEO Employer/Educator

Assistant Director of Student Activities for Programming



THE COLLEGE OF WOOSTER

Wooster, Ohio

The Assistant Director of Student Activities for Programming reports to the Director of Lowry Center/Student Activities. Responsibilities include advising Student Activities Board; implementing programs; participating in Dean of Students' Leadership Development Team; serving us a programmatic resource to departments/organizations.

Requirements: M.A.; programming and advising experience; fundarity with private higher education; strong interpersonal and communication skills; demonstrated sensitivity to diverse student population required; experience with leadership development, student organizations, computers preferred. Entry level position, competitive salary and benefits. Option available for live-in residential responsibility.

Sond letter of application, current resume and three letters of reference to Robert Rodda, Director of Lowry Center and Student Activities, The College of Wooster, Wooster, Ohio 44691. Application screening beging I and continues until the position is filled. AA/EOB.



THE UNIVERSITY OF VERMONT

Department of Residential Life

Area Coordinator—East Campus: Coordinate a residential area of ten coeducational halls and living-learning sules, supervise graduate hall advisors and an assistant hearing officer, provide leadership and training for staff, serve as judicial position, serve as liaison to other departments, serve on department-wide committees, and participate in departmental policy formation, administration and decision-making. Live-out position; on-campus apartment optional.

Qualifications: Master's degree in Student Passageal. Litelant Education and decision-making. Qualifications: Master's degree in Student Personnel, Higher Education Administration, Counseling, or related field and a minimum of two years' full-time residence hall experience required.

Please send cover letter, résumé, and three letters of reference to Annie Brabazon, Robinson Hall, University of Vermont, Burlington, Vermont 05405. Review of applications will begin on June 17, 1992.

workshop/semiesr on campus for high school students. Ten-month contract, with salary negotiable depending upon experience and creductials. Feeling begins Allegas 28, 192. Send application letter, related begins allegas and those current letters of meters and those current letters of meters and those current letters of meters and the second selection of the second selection will be considered until the second selection of the second selection will be considered until the second selection will be considered until the second selection of the second selection of the second selection selection of the second selection select tion has been filled. NCTC is an Squal Op-portunity. Aftermative Action Employer.

Library: Reference Librarian. As income.

sums and three current letters of reference to Dr. John Ellectach, Shirk Hall, Franklic Collese, Franklin, Indians 46.131-2598, All applications received by July 3, 1992, are guaranteed full condensation. Franklin Collese is an equal opportunity, affirmative action employer. Applications from women and minorities are encouraged.

Legal Sudden Faculty position. Franklin instruction. Franklin instruction. Franklin instruction. Franklin in the Frankley Despirations for a full-line, nine munth faculty position reaching in effective full quarter. September, 1992, securing the projection of the season o

Action employer.

Library, Access Services Librarian. A prostreasive, service-oriented ibrarian intersted in expanding document delayery and
intenibrary loan services to the academic
community. Reporting to the Viced of Access Services, this position will have primary responsibility and active, established ILL unit, as well as for developing
and enhancing current awareness and docturent delivery services to faculty, staff,
and students. Supervision of three support
staff, staff supervision of three support
staff, participation in reference deak tervica, cobjection development and before
graphic instruction. Qualifications: MLS
from an ALA-accredited library school, excellent interpersonal and communication
akills, knowledge of trends in electronic
document delivery and resource stating,
interest and ability to use ethersing technolosies to aspand and enhance current meth-

ALA-accredited library school. Relevant reference experience, including knowledge about emerging electronse information technologies and their use in support of earching and research, teaching experience in the programment of earching and research, teaching experience with the programment of earching and research, teaching experience with the programment of the programmen

Southwestern THE UNIVERSITY OF MICHIGAN

DIRECTOR. INTELLECTUAL PROPERTIES OFFICE

The Chronicle of Higher Education • June 17, 1992

The University of Michigan is neuking a Ulrector of its intellector Properties Office (IPO). The Interter will work with University admin-strature and faculty to provide leadurable for an entreprensural technology transfer program.

tacimularly trainster programs reasonable for an entrepresental Tho University of Mechagan is one of the forenest public research universities in the University is committee to moving new tendence of \$100M. The University is committee to moving new tendency in the the marketphase, premoting the commit development of the State of Michigan and the Nation, and attengthening the research program of our world archanned faculty. The successful candidate will have a track record of significant experimence in developing and marketing of new horizologies, patential and faculty interesting and faculty interesting and faculty. Intelligible property management and business ago hashes and industry are desirable high energy capacity to work complex systems with multiple constituencies, and excellent communication shifts are also essential inquiries, applications, and committees and longities and committees. inquiries, applications, and nominations should be sent to

Marvin C. Parnes
Assistant to the Vice President for Research
IPO Director Search
IPO Director Search
The University of Michigan
4080 Fieming Administration Building
Ann Asbor, Michigan 48109-1340
Talephone: (313) 935-3933
Fax: (313) 763-0085

Application materials should include a complete curriculum vitas and the names, addrosses, and telephane numbers of three references who are qualified to comment on the candidate's professional shiftles. Nominations and applications will continue to be accepted until the position is filled. The entiripated data of approximental the continue to be accepted until the position is filled. The entiripated data of approximental the compensation package for this position will be highly compelling.

THE UNIVERSITY OF MICHIGAN IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER WITH STRONG COMMITMENT TO RACIAL, CULTURAL, AND ETHNIC DIVERSITY.



THE UNIVERSITY OF TEXAS AT DALLAS **INFORMATION RESOURCES**

Quality candidates are being sought for the following peratons within URBs Information Systems division

mormation systems division

Computer Services Assuager - Student Information System

Responsible to the future dues ton, design, implementation, and supported

1/112's Student Information System (Cobol conder ADAMAS). Qualifying

should include degree (preferable aufomorals at feast (systas) is expressed

[preferable in higher countries around good commons after skills, and demonstrated commingent to working with news the ludes analyst and program
ming, as well as management, responsibilities. Security sensitive profilet.

Computing Seculesia Assument that and his wide, Adaptionation.

nung, as well as management responsibilities. Secondy sensitive position Computer Services Manager - Data and Security Administrator end-user access, and assuming state access all information systems, to distill end user access, and assuming security Requires degree this step specifical in computer related held, at least time years. Is expertence on challing a nifel mum of two in data administration/security roles, excellent withousehalf interpretamal shells, and sound knowledge of modern data administrator principles. Higher relativistic specific is advantageous, also AUS, (182 and or ADABAS, NOVELL and CISIX. Security securities position. Resumes will be accepted until customs are falled. Scattors date Seatember

Résumés will be accepted until positions are filled starting date september 1, 1992, or earlier depending on limiting availability. Please send letter of interest indicating specific position, resume and salary requirements (indicated but of sex and effort by the Aformative Action statistical purposes is requested, but not reconcile to

The University of Jesus at Dallas Personnel Chico P. O. Box #3068# Richanbun, Tesus 7508's (MBR

An Equal Opportunity, Affirmative Action University THE PRODUCTION OF CASE OF SEASONS CONTRACTOR CORRESPONDED TO THE CONTRACTOR OF THE C

The NETWORK ...

An Affirmative Action equal opportunity employer.

INQUIRIES.

doctorate required for promotion and tentre. Salary: \$24,000. Deadline: July 15 or until filled. Send letter of application, resume, transcrigts, and 3 letters of reference to Mr. Jergmy Sayles. Chair, Reference Library, CSR 43, Georgia College, Milledge-ville, Georgia 31001: slephone; 912-451. an Affirmative Action, Equal Opportunity Employer.

Affirmative Action, Equal Opportunity Employer.

Library: Washington State University Libraries, Information Technology Library and under the direction of the Assistant Director for Library Autumation. Is responsible for coordinating, monitormal and experience. Rank: I have an activated and networking applications; temporal processor for Library Autumation. Salar: from \$25,000; commensures with qualifications and networking applications; temporal processor for Library and recommentary and salary in training of library station software and bardware; participates in automation in budget preparation. For the washington State University and are expected to participate actively in the university software appointed as magnifications and eryice programs. Librarians are appointed as magnification and eryice programs. Librarians are expected to participate actively in the anytherapy and professor. In the control of the control o

GENESEO DIRECTOR OF LIBRARIES

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The State University of New York at Geneseo is a state-assisted, 5,300 student, predominantly undergraduate residential college located in the village of Geneseo, 28 miles south of Rochester. The College is extremely selective, with SAT scores averaging 1161 (ACT, 27) and freshman-to-sophomore retention exceeding ninety percent. Undergraduate teaching is the College's central and consuming mission, but all faculty are expected to maintain active programs of scholarship.

Milne and Fraser libraries, with an annual budget of \$1.6 million, hold nearly 500,000 volumes, including 3,179 current serials; both libraries offer access to on-line data base searches. Services are provided by the Director, fourteen librarians and sixteen support staff. A major automation program, using MultiLIS, is nearly complete. Both libraries enjoy reputations for outstanding service to the College community.

tee to the College community.

The Director of Libraries is responsible for all aspects of library operations including, with the approval of the Provost, the allocation of departmental acquisitions budgets. The successful candidate will hold a Master's degree in library science with additional subject Master's or doctorate desirable, and will combine recent experience in progressively more responsible positions in academic libraries with vigorous, collegial leadership and effective communication for the libraries and the broader academic community. Geneseo seeks candidates who can demonstrate expertise in information technology, staff development, and external funding opportunities. Salary is competitive, and the preferred starting date is January, 1993.

Geneseo activity seeks diversity appears to a total candidate actions.

Geneseo actively seeks diversity among its students, faculty, staff, and administration, and welcomes applications from members of historically underrepresented groups.

Nominations and applications (the latter including a letter of interest, vita, and a list of three references) should be submitted by August 15 to:

Secretary to the Director of Libraries Search Committee Office of the Dean of the College State University of New York at Geneseo 1 College Circle Geneseo, New York 14454

Genoseo is an Affirmative Action, Equal Opportunity Employer Women and minorities are encouraged to apply.

Director of Admissions

Lake Forest College invites applications and nominations for the position of Director of Almissions. The successful candidate will have a bachelor's degree, a minimum of five years' experience in admissions reflecting growing responsibilities and supervisory expenence, an understanding of liberal arts education, strong communication skills and proven ability to work with

Lake Forest College is a coeducational, undergraduate liberal arts institu-tion located 30 miles north of Chicago. It has an outstanding faculty of teacher/scholars and an 11:1 student-leacher ratio. Sixty percent of students receive College-sponsored linancial assistance. The diverse student body comes from 45 states and 22 foreign countries.

Duties will include directing and coordinating all admission activities including marketing, recrulment and selection and supervision of a professional/clerical/student staff of 16. A willingness to innovate and experiment with new techniques will be expected. The position, which carries faculty status, reports to the Vice President for Enrulment Planning.

Applications, including résumé and two letters of recommendation should be sent by July 15 to:

Francis B. Gummero, Jr. Vice President for Enrollment Planning Lake Forest College 555 North Sheridan Road Lake Forest, IL 60045

Applications from Minorities and Women are actively encouraged,

Associate Director of Special Gifts and Projects

WEBSTER UNIVERSITY

The Associate Director of Special Cifts and Projects will be responsible for expanding the number of donors and increasing donors' level of involvement with Webster University. This individual will solicit potential and existing donors, plan and manage giving club ovents, organize and implement special events, work with volunteers, and create and edit written

Qualifications include a Bachelor's degree; 3 years' experience in educa-tional fund raising/development with a track record of increasingly success-ful results; initiative and creativity; "team spirit"; effective verbal and

Office of Development Webster University 470 East Lockwood Avenue St. Louis, MO 63119-3194

tions: academic library experience, circula-tion experience, online acarchina experi-ence, and knowledge of library computer operations. Salary: \$25,000-\$27,383 de-pending on educational preparation and ex-perience. This is a full-time, twelve-month professional position and is tenure track. TIAAACREF and other frings benefits. Send letter of application, returned, and list of references for Bill Farton, Library Direc-tor, Arkansas Tech University, Russell-ville, Arkansas 72801-2222. Application deadline is July 17, 1992, or until filed. An-licipated conjunct starting date is August 24, 1992. AAAEOR.

library: Assistant Dean of Library Services, Responsible for management and supervision of the library. MLS degree from ALA accredited inslitution, ministrative experience, demonstrated administrative capability, and experience in library: minoria-

tion required. Strong written and verbal communication skills, on-line computer ilbrary center experience, experience in grant proposal writing endfor administration, and 3 years administrative experience in an academic library preferred. Compellive salary, outstanding benefits. Send application/résume to Ocean County College, Personnel Department, P. O. Box 2001, Toms River, New Jersey 08754-2001 by July 6, 1992. AA/EOE.

library Librarian-Cataloger. The Library of Michigan is secking a cataloger who would perform cataloging in all formats and all subject areas, in an environment of automated bibliographic control. Master's despete in Library Schence from an ALA accredited program. Experience in catalogina highly desirable, \$11,42,515,51 per hour (approximately \$23,751,532,253 unnus), plus excellent friage benedits. Submit a resume and letter of introduction to Ms. Rob-

Eastern New Mexico University

Director Center for Teaching Excellence College of Education and Technology

The Center for Teaching Excellence was recommended by the New Mexico Commission on Higher Education and funded by the New Mexico Legislature to encourage the application of research on teaching effectiveness and excellence in the public schools within the state. Starting date is January 1, 1993.

Responsibilities: Administer and coordinate the Center. Activities will include but not be limited to: collaborating with other teacher training programs; identifying and disseminating best practices in teaching; establishing close ties with school districts; coordinating activities at all levels to ensure effective flow of information; and conducting annual evaluation and reporting activities. Will be designated adjunct faculty status and hold an administrative position reporting directly to the Dean of the College of Education and Technology.

Qualifications: Earned doctorate in education; experience in teaching and scholarship to be eligible to be appointed to a senior rank; national or regional recognition in the field of education; demonstrated interest in innovative teaching practices; ability to work well with various constituencles; willingness to travel extensively; academic management experience; adequate fiscal and human resource

Send letter of application, current curriculum vitae, statement of accomplishments in the field of education, and the names, addresses and telephone numbers of at least five professional references to Dr. Julia Rosa Emsile, Dean. College of Education and Technology, Eastern New Mexico University, Station 25, Portales, New Mexico 88130. Screening of applications begins September 30, 1992 and continues until position is filled.

New Mexico is an open records state; therefore, it is the policy of the University to reveal to the public the identities of the applicants for whom outside inquiries have been made or for whom on-campus interviews are scheduled. ENMU hires only U.S. offizens and aliens authorized to work in the United States and is an AA/EOE.

PROJECT DIRECTOR FOR SPECIAL SERVICES

The position of PROJECT DIRECTOR FOR SPECIAL SERVICES, a federally-funded project, is available at Conting Community College. The project provides individual and group academic and career counseling services to educationally disadvantaged college students. The position requires a Master's degree in Counseling, Educational Psychology or Student Personnel with an emphasis in Developmental or Special Education. A candidate with at least two years' experience is preferred.

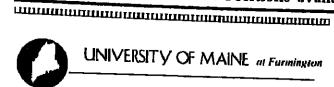
This full-time 12-month position offers a salary in the mid-twenties and a full range of benefits, including a 403b plan and TIAA-CREF retirement. Coming Community College is located in Coming, NY in the state's south-em tier. Coming combines the best in small-town living with a wide range of cultural and sporting activities.

Applicants should submit a letter of application, a resume, and the names and telephone numbers of three professional references by July 2.1 to the Director of Personnel. Coming Community College, One Academic Drive, Coming, NY 14830. A MEMBER OF THE SUNY SYSTEM. AAFOL.

in Vac Alstine, Personnel Officer, Library of Michigan, 717 West Allegan, Lanaing. Michigan 48909 by 31 July 1992. Equal Opportunity/Access Employer.

Library, Librarian for Computing Services. Assist with library LAN management and integration of the LANs with computs networks. Support and develop electronic access to library services. Incorporate microcomputer applications into ilbrary soprate microsure and software support for library software and software support for library software and software support for library software tions. Train staff and provide hundware and software support for library software support for library software and microcomputer-related equipment. Reports to the Head of Computing Services. Requirements: MLS; 3-3 years in health sciences or scademic library; strong working knowledge of DOS and Macintosh operating aydems; working knowledge of word processing, spread sheet and database management software; effective oral and written companication skills. Write to Lucretia McClure, Medical Librarian, Edward G. Miner Library, University of Rochester Medical Ceater, 60 I Emwood Avenue, Rochester, New York 14642. An Equal Opportunity Employer (MF).





UNIVERSITY OF MAINE at Furnington

Area Coordinator

RESPONSIBILITIES: The Student Life program offers the unique op-portunity to put student development is kills and Ideas to work through your own design. Residence hall responsibilities include: community development; management/administration; and professional develop-ment. Responsibilities in the broad area of student services include: developmental work and community building with regard to diversity. QUALIFICATIONS: A Master's Degree in Student Personnel or related area and residence hall work are preferred. A Bachelor's Degree with 2-3 years' experience in residence life is required. A demonstrated knowledge in the issues and concerns of diversity is essential.

COMPENSATION: Benefits includes a turnished spartment with utilities, telephone and cable TV; meal plan while classes are in session; health insurance; TIAA-CREF; and tuition waivers. Salary is competitive. This is a ten-month, live-in, flextime appointment from August 1 to May 31.

THE COLLEGE: The University of Maine at Farmington, founded as a normal school in 1884, is Maine's first public institution of higher education. We offer baccalaureate programs in arts and sciences and furnan services, and we continue a strong tradition in teacher education. In order to preserve our values and traditions as a small New tion and to use selective admissions to limit enrollment to 2,000 FTE. Students come from every county in Maine, thirty other states, and a UMF is proud to be the first institution in Maine to implement gender equity in faculty salaries.

equity in faculty salaries.

THE REGION: Farmington, the county seat, is focated in Maine's western mountains. It is a typical small, rural, New England town. The home of Chester Greenwood (Inventor of the earmuffs), Farmington enjoys unrivated fail follage, fine aking, scenic mountain views, pristine lakes and streams, and maple syrup, not to mention cold, snow, black files, and mud and other assorted challenges. Maine's seaccast, from Farmington. Despite the town's small size and reliative isolation, it boasts a regional hospital, several fine restaurants, and a remarkable citizenry which includes talanted writers, musicians, artisans, back-to-the-landers, and other rugged individualists including faculty and staff.

and start.

APPLICATIONS: The deadline is open until a qualified candidate is selected. Send letter of application, résumé, a one-page statement describing how you would address the issues and concerns of diversity on a predominantly white, heterosexuel, rural, Maine campue, and the names of three references to: Director of Student Life, University of Maine at Farmington, 6 South Street, Farmington, ME 04938. The University of Maine at Fermington is an equal opportunity, affirmative

LIBRARIAN

Library automation experience, including implementation of and/or support for automated histographic utilities, and/or library systems, bibliographic utilities, and/or other tools used for information access (I.E.: CD-ROM). NOTIS experience desirable.

Broad background in technical services, especially with serials and acquisitions. Public service experience a plus.

Teaching or formal training experience would make you a perfect applicant.

We are a fast moving, exciting place to be. Send

Yvonne Mug Manager, Human Resources

NOTIS Systems. Inc. 1007 Church Street Evanston, IL 60201

Library Laivernity of Colorado Health Sciences Center. We seek a fiexible and dynamic individual to oversee all illuminations. This faculty position functions with a high degree of autonomy and is the top administrative efficer under the literature of the companies of autonomy and is the top administrative efficer under the literature of the companies of autonomy and is the top administrative efficer under the literature of the companies of autonomy and is the top administrative efficer under the literature of the companies of a support and is the companies of a support that is a s

Libraryi Circulation Librarias/Department Heati, South Dakota State University. 12 month position, onen Sentember 1992. Responsibilities: plan, ogsanize, and direct circulation and research services, using PALS automation system; supervise three technicians plus student autofrant; oversee bookstack and storage feelights and microcomputing abonatory; maginals building achieved and socialty. Required: ALA-accordited Mi.S. three years experience in professional librarianship; supervisory experience; demonstrated ability or communicate and work effectively with faculty, that, and students; familiarity with auto-

unit, program review and implementation, evaluation of personnel, and unalysis of costs and efficiency of all technical operations. The Head works glosely with other sonk heads and the administration in establishing and carrying out the Liforary's institutional mission. The required qualifications for the position include an ALA-acception of the position include as tweet of which as head of a technical services unit; thorough understanding of all technical services activities; verbel and written communication skills; strong organizational accommendation skills; strong organizational automated fibrary strong the production of the pro

comprenensive, doctoral-granilos institutios located in the Dallas Fort Worth metroplex. UNT, with a student enrollment of over 27,000, is the libraries have total collections of over 1,5 million volumes, a full-time staff of 112, and an operating budget over five million. Applicants about submit a letter of interest, vita, and the sames, addresses, and telephone numbers of at least three professional references. Send documentation to Dr. B. Donald Grose, Director of Libraries, University of North Texas, P. O. Box 5188, Dentop, Texas 76203. Screening of applicants will begin on July 15, but applications will be send until the position is filled. UNT is an equal opportunity and affined. UNT is an equal opportunity and affined to work.

PROGRAM OFFICER EAST ASIA

Social Science Research Council The Social Science Research Council is seeking a full time program officer to complement current staffing of its activities related to East Asia. The program officer will be particularly responsible for the Abe Fellowship Program. Applicants should have a recent Ph.D. in one of the social sciences and skill in one of the languages of the region.

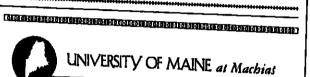
Program officers at the Council typically work closely with committees of leading scholars to develop and administer international followship procal workshops for fellows, and to shape and implement research agentias. The position requires an ability to develop and maintain close working relationships with faculty, graduate students, and academic administrators in program officer will help organize research, training and other Council activities with counterpart institutions in East Asia.

The Council seeks to foster close collaboration among international area specialists, social scientists and planners around pressing issues of international concern. Candidates for this position should have organizational and administrative experience, broad based intellectual skills, multidisciplinary backgrounds and comparative interests which would contribute to this procees.

The position will likely require travel. Council policies encourage program officers to continue their professional development while at the Council. Salaries are commensurate with experience and qualifications. Candidates should submit a letter of application, résumé and three letters

East Asia Search Committee Social Science Research Council 605 Third Avenue New York, NY 10158

The Council is an equal opportunity employer



Director of Counseling and **Career Development**

Full-time regular, 10-month appointment to provide individual and group counseling for students along with all aspects of career development and

Responsibilities: Provide individual and group general and career counseling, crisis intervention, and workshops in a variety of related areas; assist in résume writing, interview strategies, and related skills; ald students/alumni in securing employment; maintain resource library.

Master's degree in counseling or student personnel with emphasis in counsel-ing required. Previous related counseling experience desired. Send letter of application, résumé, and three current letters of reference to: Chalrperson of Search Committee, c/o Dean of Student Affairs, University of Maine at Machias, 9 O'Brien Avenue, Machias, ME 04654. APPLICATION DEADLINE: Friday, July 3, 1992.

The University of Maine at Machias, located near the coast, is a 1,000-student, independently accredited campus of the University of Maine System offering undergraduate degrees in education, liberal arts, science and business.

The University is an Equal Opportunity, Affirmative Action Employer.
Women and minorities are encouraged to apply.

CHIEF ADMINISTRATIVE OFFICER

St. Coletta School, Jefferson, Wisconsin is accepting applications for Chief Administrative Officer.

St. Colecta's is a residential facility offering education, job training, community and adult services to 600 persons with disabilities. Its total program for mentally retarded adults, a number of group homes both on and off campus and day care programs for both children and adults. The main Milwaukee, WI. The facility is sponsored by the Sisters of St. Francis of Assisi, Milwaukee, Wisconsin.

Applicants must have at least a master's degree or equivalent in the field of administration, special education or related human services and must be willing to obtain a Wisconsin nursing home administrator's license. Demonstrated competence in administration is also required. Salary is competitive and negotiable based on qualifications and experience.

Send complete résumé, transcripts, list of references, and salary requirements by July 10.

St. Coletta
SEARCH COMMITTEE
P. O. Box 1591
Palatine, IL 60078

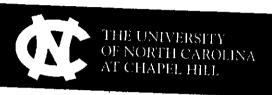
publications and involvement in professional associations. Appointment will be at the tank of Liberian III or IV with a minimalary of \$40,000. Competitive benefits practage; choice of state or optional relations in plans; no, state income is at the charter of state or optional relations of the control of in catalogi. The individual in this position is responsible for planning and implementing the unit's policies and procedures. The person in this position supervises support staff. Qualifications: A Master's degree in Library Science from an ALA-accredited library program and at least five years' experience in an automated scademic library are required. Knowledge of MARC bibliographic and mithorities formats, the Library of Congress classification system, the Anglo-American Catalogsing Rules (2nd edition), and current Catalogsing Rules (2nd edition), and and edition Rules (2nd ed

Library: Special Collections/Reference Librarian. Washioston and Lee University seeks an academic librarian with experience in special collections and reference to fill this dual-role position, Special collections are special collections are special collections; processes and develops the university archives, manuscript, and rare books collections; processes and catalogs manuscript and archival materials; implements university records management plan in coordination with the Administrative Computing Committee and Law School Archivist; provides reference service; prepares exhibits; supervises one full-line assistant and services.

Sexual Harassment Officer (Personnel Analyst I)

Responsible for the development and maintenance of campus programs to address and prevent the problems of sexual harassment, including gender and sexual orientation harassment. Ability to exercise judgment and discretion in applying and interpreting University's Sexual Harassment Policy and guidelines, and to communicate effectively with faculty, staff and students essential. Bachelor's degree and two years of human relations experience required. Previous experience with sexual harassment programs preferred. Salary range \$26,820-41,172.

We offer a salary commensurate with your experience and education, and a comprehensive benefits package. Resumes only accepted with completed applications. For an application, telephone (919) 990-3200 (Toll Free Research Triangle Area) or (919) 962-2991 or apply at: Employment Department, Office of Human Resources, The University of North Carolina at Chapel Hill, CB #1045, 725 Airport Road, Chapel Hill, NC 27599-1045. An Equal Opportunity/Affirmative Action Employer.



SOUTHERN METHODIST UNIVERSITY

Dallas, Texas



ASSOCIATE DIRECTOR HUGHES-TRIGG STUDENT CENTER

Reporting to the Director/Assistant Vice-President for Student Affairs, the Associate Director is responsible for oversteing the day-to-day operation of a comprehensive student center including reservations, housekeeping, room set-ups, audio-visual support, building maintenance, and auxiliary operations; direct supervision of five area managers.

QUALIFICATIONS: Preference is given for candidates with a Master's de-gree in field related to college union administration or business; Bachelu's degree is required. Prior experience in complex organization as a manager is essential. Extensive experience may be substituted for advanced degree. APPLICATION PROCESS: Applicants should send a letter of application resume, and the names and telephone numbers of at least three professional references postmarked by July 10, 1992 to:

Associate Director Search c/o Hughes-Trigg Student Center Box 436 Southern Methodist University Dallas, TX 75275

Southern Methodist University is an Equal Opportunity, Affirmative Action Employer.

This position is a full-time, twelve month, tourre-track appointment with faculty status and academic rank, interested candidates should forward a letter of application, a current vita, and the panes of at least University of Teanassee at Chattanooga, 615 McCalife Avenue, Chattanooga, Tenessee 37403. The University of Teanassee at Chattanooga is an equal employment opportunity, affirmative action, 1tile IX, Section 504, ADA institution. Library: Cataloger, Southeast Asian Malerials and English Confesses and Durch) and mostly time years), or equivalent three years professional cataloging superiority and Chinese preferred. Malery CLL classification and Chinese preferred. Salary 2000. Send triaumé and three references by July 1, 1992, to E. Hoffmans-Pinther, Otio University Libraries, Athens, Otio

Library: Assistant Director for Public Services. Colorado State University is seeking an innovative Assistant Director. Reporting to the Associate Director, this position coordinates and evaluates ongoing public service programs including, but not limited to: reference; bibliographic instruction; datasse searching; interfibrary loan; and senteral access services in addition to service.

RULLETIN BOARD: Positions available



VIRGINIA COMMONWEALTH UNIVERSITY

2 Positions

VCU is a publicly-supported urban, research university in Richmond, Virginia, serving 20,000 students on the academic campus and the Medical College of Virginia. The library uses NOTIS, Faxon SC-10 for 13,000 active serials, and OCLC. The library has 1 million volumes with a \$3.8 million materials budget.

Both positions require ALA-accredited MLS. Strong service orienta-tion; excellent oral and written communication skills; positive inter-personal relations; initiative and creativity; ability to meet require-ments for faculty advancement, including professional service and

Head, Acquisition Services Department

Provides dynamic and innovative leadership for 1 librarian and 20 classified staff. Administers pre-order searching, ordering, receiving, and claiming for all library materials on academic and medical campuses, and manages access to current periodicals and microforms at two service desks. Prefer successful managerial and supervisory experience; substantial experience with acquisitions, serials control, and publishing; awareness of trends in electronic publishing; experience with an automated acquisitions system. \$33,000 minimum.

Catalog Librarian

Catalogs monographs, serials, and special format materials. Coordinates authority work, searching, and backlog control. Supervises two lerks and students for OCLC searching and production. Helps train trevise work of library assistants. Prefer experience with OCLC, R2, LCSH, MeSH, LC classification, and NOTIS; foreign lange; background in sciences. \$25,000 minimum.

Review of applications will begin August 15, 1882, and continue until position is filled. Submit résumé and the names and phone numbers for three current references to: John Duke, University Library Services, Virginia Commonwealth University, VCU Box 2033, Richmond, Virginia 23284-2033. Complete job descriptions and qualifications are submitted to the control of t

Virginia Commonwealth University is an Equal Opportunity, Affirmative Action Employer. Minorities and women are encouraged to apply. Experience working in a culturally diverse environment highly



Director of Corporate and Foundation Relations

Connecticut College seeks an ambituous and energetic professional to be a part of a small, successful fundraising team. The position of for a part of a small, successful fundraising team. The position of-fers an opportunity for a creative individual to seek major com-mitments from corporations and foundations within the framework of a comprehensive campaign. The Director reports to the Director of Development and works closely with the College President, Vice President for Development and College Relations, and faculty. Some

The College, recently named in US News and World Report as one of the top 35 Laberal Arts Colleges in the country, is entering the third year of its strategic plan. Several initiatives—especially the Center for International Studies and the Liberal Arts and the High School Summer Advancement Program — have created a fertite atmosphere for identifying, cultivating and stewarding corporate and foundation

Requirements include a college degree, the ability to organize and motivate faculty as well as a Corporate and Foundation Committee; excellent written and verbal communication skills. Candidates must have five years' experience in higher education fundraising in the corporate/foundation area; a successful track record with federal grants preferred; experience in funding campaign initiatives a plus.

Inquirles, including a resume and three references, may be directed by July 3, 1992 to:

Connecticut College

The Office of Human Resources, Room 111-C 270 Mohegan Avenue
New London, CT 06320
Connecticut College is an Equal Opportunity Employer

tes operations. Demonstrated supervisory and interpersonal skills. Ability to utilize have interpersonal seasonal production of the product of statements, and the day in agriculture and boolescal sclence, as well as the university community. Participates in the management of the production of the horary; shares responsibility for other searching and CD-ROM management; performs liaison work with faculty: and trains and supervises your support staff crassed in public and lead of the faculty sature and responsibilities. Tweive month appointment with annual, Tweive month appointment with annual, Tweive month appointment with annual. Tweive month appointment with annual, Tweive month appointment with annually drough life, apediçal, and disability interprace programs with open carrolland state of the control of the programs and social security coverage, Salary; 330,000 and up depeading spost qualifications. Application

credited). Degree or experience in Chemistry, Blochemistry, or Biological Sciences with strong emphasis in Chemistry. Minimum of two years of professional sagerisations, preference perfect of the professional sagerisations of the professional sagerisations of the professional sagerisation services and bibliographic instruction. Pamiliarity with technical services persilons. Demonstrated supervisory and internal services are professional services of the professional services and bibliographic internal services persilons. Demonstrated supervisory and internal services of the professional ser

Library / Library Science: University of South Florida. Tampa Campus Library of positions). The University: USP is the second largest of nine universities in the State University System of Florida (SUS). The central Tampa Campus, and regional campuses in St. Petersburg, Sarasola, Fl. Myers, and Lakeland have a combined caroliment of over 32,000 students. The centralized Tampa Campus Library has 42 fibrarians and 75 support personnel. Library holdings of over 300,000 volumes, 4,000 periodical titles. Federal and state documents depository. Special collections and archives. The library participates in an SUS-wide online catalog using NOTIS software. Apolications are invited for the following positions. Interlibrary Loan Libraries: Position will coordinate activities involving access to revearch materials needed by Tampa Campus faculty and graduals students, and the reciprocal service of providing materials needed by petrons at other libraries. The position supervises a staff of



Kent School

DIRECTOR OF ANNUAL GIVING/ ALUMNI SECRETARY

Kent School, a coeducational secondary boarding school (enrollment 525) in northwest Connecticut, seeks candidates for the Director of Alum-ni Giving/Alumni Secretary position.

nl Glving/Alumni Secretary position.

The Director is responsible for the organization and administration of the Annual Alumni Rund, Parents and Friends Annual Funds and Reunion Glving Programs which are currently being run in the context of a major capital campaign. The position entails working closely with the Alumni Council and Class Secretaries, representing over 6400 alumni/ae, and Parent Committees. Additional responsibilities include coordinating and implementing phonathon activities, area receptions and campus alumni events including Reunions. Clift acknowledgment and other stewardship activities are also significant accountabilities. The Director publishes an Annual Civing Report, contributes to an Alumni new section of the School newspaper, and periodically organizes the publication of a new Alumni Directory. The Director supervises several staff members and works closely with development officers and faculty.

Kent School seeks an articulate motivated and seventiants.

Kent School seeks an articulate, motivated and organized individual possessing a bachelor's degree. Previous development experience preferred. Review of applications will begin immediately with appointment to be made by September 1 or shortly thereafter. Please send nominations and applications to:

Mary F. D'Ignazio Barnes & Roche, Inc.—Executive Search 919 Conestoga Road, Building Three Rosemont, PA 19010

Kent School is an equal opportunity employer.



University of Idalio Moscow, Idaho

The University of Idaho invites normations and applications for the position of Director of Athletics. The University of Idaho is the lambgrant and research institution for the state of Idaho, and is a Division I member of the NCAA and Hig Sky Athletic Conference playing Division IAA football. The university has an enrollment of 10,500 students and spansors a total of 14 intercollegiate sports for mor and women. The Director of Athletics has full responsibility for providing leadership and management for the combined intercollegiate program for men and women and reports directly to the President of the University.

ty.

The successful candidate will have a combination of the following characteristics: management expenence with a successful intercollegista athletic program, demonstrated integrity and high ethical stundard, a commitment to the academic achievement of attachet alketes, a commitment to both men' and women's sports programs, demonstrated abilities in the areas of leadership, public relations, human resources, fund raising, promotions, and interpersonal communications. The accessful candidate will also posses the enthusiasm, energy, and vision to direct a successful athictic program through the diverse challenges of the future. A becilear's degree is required with a master's degree preferred.

To apply, send letter of application, résumé, references, and arrange to have three letters of recommendation sent to: W. Hal Godwig, Ph.D., Vice President for Student Affairs, University of Idaho, Moscow, ID 8384).

Nominations abould be submitted as soon as possible. The search procedures will con-blude when a sufficient number of qualified applicants have submitted formal applications. but no sconer than July 10, 1992.

The University of Idalio is an equal opportunity, firmally action employer and educational institution

DIRECTOR OF SPONSORED PROGRAMS

The College of Charleston, the thirteenth oldest college in America, is seeking to fill the position of its Director of Sponsored Programs. The College of Charleston is a comprehensive, liberal arts institution located in Charleston, South Carolina. The College has approximately 9,000 students (7,500 undergraduate/1,500 graduate) and 300 full-time faculty. The College of Charleston is one of the senior public colleges in the South Carolina System of Higher Education.

The Director of Sponsored Programs is responsible for the administration of all aspects of funding for sponsored projects; coordinating grant activity; and stimulating funded research at the College of Charleston. The Director of Sponsored Programs reports to the person responsible for the university component, which houses the graduate and professional/community services components of the College of Charleston.

recomponents of the college of Charaston.

Andidates should have research program administration experience; a record of successful grant-writing; and a commitment to excellence in scholarship, research and teaching. A Master's Degree in an appropriate field is required and a terminal degree is desirable. Salary will be dependent upon qualifications and experience. Please send three letters of recommendation, all transcripts, and a current

SFTE clerical positions, a part-time temporary librarian, and 70 hours per week of student assistants. This position reports to the Head of Access Services, Qualifications: Required—ALA accredited Master's Degree; minimum of 2 years' responsible professional experience after reciving the MLS. Some appropriate professional non-pinicary experience or responsible non-professional fibrary experience in an academic library; experience in an academic library; experience in an academic library; experience in a fibracian computer of the professional accordance in a responsibility of the professional accordance in a responsibility of the professional accordance in professional a

BUDGET OFFICER Boulder, Colorado

The Controller's Office at the University Corporation for imospheric Research in Boulder, Colorado, 30 miles from Denver, has an immediate opening for a Budget Officer.

Denver, has an immediate opening for a budget Uniter.

The qualified candidate will prepare the annual UCAR
Central Administration budget and monitor budgets of all
UCAR entitles and consolidate the Entity budgets of to compile annual UCAR projections. He she will ensure budgeting consistency with government regulations and compli-ance with the UCAR Cost Accounting System and compliance with Federal Agency reporting.

Requirements include: BS in Public Administration,

Accounting or Finance or equivalent combination of education and experience; minimum of 8 years in budgeting function of an organization with operating division or sub-sidiaries with experience in consolidation of budgets, at least 4 years must have been in a role of either supervision or senior level budgeting in a Federal government funding anvironment; extensive understanding of and experience in dealing with cost accounting principles and their application in a multi-division institution, including knowledge in the development and application of indirect costs; experience with automated budgeting systems; demonstrated skill in designing complex budgeting systems that involve cost accounting in a multiple discipline organization; demonstrated skill in applying quantitative methods to budget analysis and projection, including use to electronic spreadsheets and upload/download use in the budgeting system; demonstrated oral and written communication skills; demonstrated skill in workings independently to the properties. skill in working independently with people at senior levels of the organization and with people of diverse backgrounds; demonstrated skill in using judgement and discretion in handling confidential matters; demonstrated skill in working efficiently in stressful situations; and demonstrated interpersonal and human relation skills. Salary range is \$4,113 -6,179/month.

To apply please send cover letter and resume to UCAR Human Resources Department, P.O. Box 3000, Boulder, CO 80307. Please refer to Job #1613 on all correspondence. Applications for this position will be accepted until 5:00 p.m. on July 2, 1992. UCAR/NCAR is AA/EEO Employer.



Atmospheric Research

University Corporation for



Director of Educational Resources and Development

Provides direction for the design, implementation, and utilization of academic support activities for the education programs of the college, including evaluation and curriculum design and instructional materials development. Requires doctoral degree in related area, three years of appropriate experience in academic support programs, demonstrated administrative skills, computer literacy, and good oral and written communication skills. Prefer additional years of experience and/or experience in osteopathic medical education. Resumes reviewed beginning June 30; position open until filled. Reply to:

> Thomas Wesley Allen, D.O. Provost/Dean Oklahoma State University College of Osteopathic Medicine | 111 West 17th Street Tulsa, OK 74107

Affirmative Action/Equal Opportunity Employer

catalog with other mainframe-mounted da-tabases. 11 CD ROM workstations, uses Fowler Avenue, LID 207, Janua, Florida debases. II CD-ROM workstations, uses OCLC, RLIN, Dialos and other vendors for automated reference services. Qualifications: Required—ALA accredited Massar's Degree; an ocademic record that indicates a potential for successful performance as an exademic librarian. Preferred—Reperience is reference services, including bibliographic instruction, reference desk, ILL verification, collection development. CD-ROM, online searching. OCLC, NUTIS, RLIN and/or other automated services; demonstrated effective communication skills and an indication of activity in straightful activity. Salary: Minimum salary—instructor I interface. Senefits: Librarians are non-tenure saming baulty, and are represented by the faculty collective bargaining unit. 22 days vacation, and IJ days sick leave accrue annually. TIAACREF or other retirement options, usual insurance benefits, so state or local income tax. To Apply: Sand letter of application, recent returns and narses, addresses, and telephone numbers of 3 professional references by July 27, 1992, to Ms. Sonja Garcia, Univer-



Director of Admissions UNIVERSITY OF HOUSTON

The University of Houston, a major research university in a dynamic urban environment, invites applications and nominations for the position of Director of Admissions. The University of Houston offers a full range of undergraduate, meater's, doctoral and professional programs to over 33,500 students. In 1991 the University of Houston ranked to over 33,500 students. In 1991 the University of Houston ranked eleventh among the nation's public universities in attracting freshman marit acholars and anrolls over 1,200 students in its Honors Program. Over 37% of the university's incoming students are transfer students. The student body is 10% Asian, 8% African-American; 10% Hispanic; 6% international; 1% Native American; and 65% white. The average age of the student body is 28, 41% are between 18-22 years of age. Forty percent are enrolled part-time. Located on a 525-acre, beautifully landecaped campus three miles from Houston's business and theatre district, the university serves students through 13 colleges and schools.

The Director of Admissions, who reports to the Associate Vice President for Academic Management in the division of the Senior Vice President for Academic Affairs, provides leadership, coordination, and essistance in the recruitment and edmission of students. The successful candidate will (1) know how to recruit students effectively from diverse markets targeted in the university's enrollment management plan. (2) know how to manage an efficient, effective admissions process in a diverse and complex environment in coordination with all the annollment services offices and the colleges; (3) strongly embrace and exhibit a cuatomer-oriented philosophy, providing a role model for an admissions steff alroady focused on serving students.

The university seeks a leader with solid academic and administrative experience, a fundamental commitment to the academy and its att-dents, and excellent communication and interpersonal skills. Prefer-ence will be given to candidates with admissions experience in complex

A letter of application should be accompanied by a résumé and the names, addresses, and telephone numbers of 3 references, along with any supporting materials the candidate wishes the committee to consider. Initial screening of candidates will begin July 15, 1992. The search will continue until the position is filled. Please send all materials

Search Committee: Director of Admissions o/o Office of the Senior Vice President for Academic Affairs University of Houston, Houston, Texas 77204-2162

The University of Houston is an Equal Opportunity.
Affirmative Action Employer
and encourages applications from women and minorities.

GRANTS SPECIALIST

Search Reopened

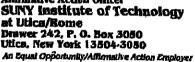
SUNY Institute of Technology at Utica/Rome

Responsible for all aspects of grants writing and administration, including identification of funding sources and developing successful grant applications. Report to the executive vice president for aca-

QUALIFICATIONS: Master's degree required and 3-5 years of full-time grants experience, preferably in an academic setting. Strong communication and inter-

Send letter of application, resume, three references and select list of grant or contract involvement by July 17, 1992 to:

Mr. Anthony Panebianco Director of Personnel/ Affinative Action Officer SUNY Institute of Technology at Utica/Rome Drawer 242, P. O. Box 3050 Utics, New York 13504-3050



Management information Systems/Decision Sciences: Assistant Professor. Two tenure-track positions available Fall 1997. One in management information avatems and the other in operations management/quantitative methods. Earned decicrate required. Teaching assistances as both undergradule and teaching, retearch, and service. Selary is compositive. Stimmer school is onto. but is compositive. Stimmer school is onto. but is neather guaranteed not required. Some averalas instruction is probable. Send letter of application and complete returns (including agames of references) to Dr. James A. Pope. Department of MIS/Decision Sciences. Old Domision University. Norfolis. Virginia 23539. Possion will be held open until 15 July 1992, or until mitable candidate is identified. Old Dominion University is an effect of special frames of contract of the contract of the

identified. Old Dominion University is an affirmative action, equal opportunity insti-tution and requires compliance with the im-migration Reform and Control Act of 1986. magnation Reform and Control Act of 1986.

Management Information Systems: Assistant/Associate Professor, Golden Gate University is briving applications for a full-time position in the Department of Information Systems for the 1992-91 seademic year. Responsible for teaching understanding and expensive the systems courses. Qualifications include an earned doctorate in Management Information systems courses. Qualifications include an earned doctorate in Management Information Systems Qualification include an earned doctorate in Management Information Management, or Operations Research (with an earness of populous Research (with an earness in Mills). Several years full-time experience in leaching Mills in a school of business required. Applicable should have a recard of arbolary publications in Mills. Applicants should also have previous university and school committee involve ment in the standard and student advising experiences. Please send letter of arritantion and quantitation wines by July 13, 1992 to: H.

and three letters of recommendation to Dr. Habib Bazyari, Chair, Division of Busi-ness, Miantaippi State University-Meric-ion Campus, 20 Highway 19 North, Merid-tan, Atlantaippi 193107. Deadine: July 0, 1992, or until position is filled. MSU is an AA/BEO Employer.

Mass Communication: Two Assistant/Associate tenura-track position. Position (1)—Advertising and Position (2)—Public Relations. Each position requires teaching a variety of courses such as principles, strategies, campaisns and deaktop publishing. Ph.D. in Journalism/Mass Communication or related discipline proferred. ABDs or master's degree with extensive professional experience considered. Teaching experience proferred. Salary communication is a supplication and oraperance. Send application letter, vita, names, addresses and telephone trambers of at least three references to: Dr. William A. Nevious, Chair, Department of Mass Communication, Telecommunications Canter, University of South Dalpola,

Director

Center for the Enhancement of Teaching UNIVERSITY OF NORTHERN IOWA

The University of Morthem towa seeks applications and nonmations for the position of Director of its newly established Center for the Enhancement of Fourthing. The purpose of the Center is to assist and support militidual faculty in their ongoing efforts to provide quality educational experiences. The Director will have the opportunity to:

- tuling equational experiments of the second of the second
- presentation style

 explore and develop the application of energing technologies for the enhancement of
- eaching

 disseminate information through a Center newsletter
 develop a repository of post-secondary teaching-related information

The Directorship is a full-lime administrative (10-month) appointment, reporting directly to the Provost or designated staff in the Office of Academic Atlains. A tenured or tenuse-track appointment in an academic department is possible. Salary is competitive and hased upon experience and qualifications

University and Community: One of three state-supported universities in Iowa, UNI is a comprehensive university offering undergraduate, master's and selected doctoral dugrees. The university has five undergraduate colleges, a graduate college, approximately 150 faculty and 13,000 sudents. One recent national survey (1990) placed UNI in the top five percent of \$61 public regional institutions. The Cedar Falls Waterloo community, with a population of just over 100,000, has a full range of educational, cultural, medical, and exceeding a programs and facilities.

Qualifications: A terminal degree with service as a faculty member in an institution of higher education and interest in faculty development are required. Administrative, research, or faculty development experience related to university level instruction is preferred. The university accordance applications from minority persons, women, disabled persons and Vietnam era veterans.

Review of applications will begin June 22 and continue until the position is filled. Please send a cover letter, viia and the names, addresses and phone numbers of three references

Aaron Podolejsky, Dean College of Social and Behavioral Sciences 117 Sabin Hall University of Northern Iowa Cedar Falls, Iowa 30614-040) FAX (319) 273-2222, Phone (319) 273-2221 An equal opportunity educator and employer with a comprehensive plan for Affirmative Action

GEORGETOWN

DEVELOPMENT INFORMATION SYSTEMS COORDINATOR

COLLEGE

Georgetown College in Kentucky is seeking a Development Information Systems Coordinator to work in the Office of Development. This individual will coordinate the development, maintenance and enhancement of computer support systems for the Development Office, will recomment new or revised information systems and will assist with the implementation of approved recommendations. The coordinator will participate in the planning and munitoring of data processing activities, developing a clear understanding of project problems, schedules and priorities to make maximum use of computer capabilities in development work.

The job requires knowledge equivalent to that acquired in a four-year college degree program in Computer Science, Programming or information Systems; one to three years of related and progressively more responsible or expansive work experience in programming, computer systems development, analysis and design; or an equivalent combination of education and experience. Applicants with development experience will be given first consideration. Familiarity with CARS will be helpful.

With an enrollment of 1500-1600 and located in the bluegrass area north of Lexington, Georgetown College is a private, four-year liberal arts college com-mitted to providing an education of high quality in a Christian environment. Send résumés to: Director of Development

Georgetown College 400 East College Street Georgetown, Kentucky 40324

STOCKTON STATE COLLEGE

ABSISTANT DIRECTOR OF ADMISSIONS. August 15, 1992. Assist with the development of all admissions marketing/recruiting strategies; currespond with, intervisus, evaluate and select applicants for admission; represent the college at statewide day and evening high school/community college and community recruitment programs; assist staff with special recruitment programs and in developing annual recruitment strategies; and other duties as assigned. QUALIFICATIONS: Master's degree; outstanding candidates with Bachelor's degree and evidence of progress toward a graduate degree will be considered. Excellent communication skills (written and oral). Evidence of successful admissions experience. Experience with information Associates SiS preferred. Must be willing to travel extensively and hold a valid driver's license. SALARY; 927,496, may be higher depending on qualifications, experience and increases in the New Jersey Higher Education Compensation Plan. Send letter of application, résume and 3 references to Sei Catalfamo, Dean of Admissions, Stockton State College, AA23, Pomons, New Jersey 08240. Screening will begin July 6, 1992. Stockton is an AA/EOE. Women and minorilles are encouraged to apply. R203884.

Vermillon, South Dakota 57069. Review of lapplications begins June 29, 1992. Search will continue until positions are filled. Starting date of August 15, 1992. Mast Communication: California State Unigrathy, Hayward, Department of Mass
Communication. Lecturers, Magazine and
Television. We have fail-time lecturer positions in Magazine and Television beginning
in September, 1992. The person selected
for the position of lecturer in Magazine
must be qualified to teach magazine stricle
withing, pass layout, editing and related
theory courses. The person selected for the
position in Television must be equalified in
techniques of studie, documentary, and
news production, including related theory
courses. Salary: Competitive. M.A. in an
appropriate discipline required: Candidate
flowid production including related theory
courses, Salary: Competitive. M.A. in an
appropriate discipline required: Candidate
flowid positions and magazine models, infeaturery, or
university teaching experience. Both are

preferred. CSUH enrolls approximately 12,300 students on a picturesque, hilitop campus overlooking San Prancisco Bay. Application deadline: June 20, 1992. Send letter of spallcation, resumé, and manes and phone plumbers of three references to: Robert L. Terreli, Chair, Department of Massa Communication, California State University, Hayward, Hayward, California 94542; (5 10) 831-3292. Because CSUH has a diverse swident body and seeks faculity who reflect this diversity, minority and women candidates are encouraged to apply.

Mathematics: Atlanta Metropolitan Cul-legs, a don-residential two-year unit of the University System of Georgia, announces, the opening of a full-time, non-isource-inscl. Mathematics faculty position effective Sep-tember 1, 1992 Located in the aouthwest-em section of the city. AMC draws au-dents from throughout the matropolitan area. The predominantly African-American student body varies widely in age, back-Mass Communication: Two Assistant/As-sociate tenure track positions. Profition (!) Advertising and Pusition (?) Public Rela-tions. Each position reduires teaching a va-riety of courses such as principles, strate-gies, rampairus, and denktop publishing. Ph.D. in Journalism/Mass Communication

is preferred; evicence of superious in the use ability is required. Experients in the use computers, computer reprantment, and computer-assisted instruction is formationally and appointment will be made at faculty and appointment will be made at faculty and experience, within the budgetary parameters of the Cullege and the University bettern. It apply, send a detailed vite, a learn of application, and corpers of official types of the company of the com

Assistant Director Harvard University Library for the Depository

The Harvard Depository is a high-density storage facility. specially designed for storing all paper-based materials and non-print media. Located in Southboro, Mass, the facility is equipped with 300,000 linear feet of shelf space, and provides 24-hour or emergency access to books, records, microforms, artifacts, and other media. The position, based in our Cambridge, Mass, campus offices, calls for a professional to travel extensively to the Southboro facility and oversee all Depository operations and services. You will supervise a staff of nine; market services and promote customer relations; develop a document delivery program and work with the Associate Director to develop and manage a five-year business plan. You will also maintain cost accounting procedures and prepare annual budgets.

Qualified candidates will have a college degree, highly developed interpersonal skills, and proven experience with automation and other technologies applicable to libraries and/or storage facilities, MLS and/or MBA, along with an understanding of the business/marketing aspects of running a cost-recovery facility or experience managing a complex financial organization, preferred.

interested candidates, please send resume and cover letter stating salary requirements to: Malcolm Hamilton, Harvard University Personnel Librarian, Wadsworth House, Cambridge, MA 02138. Harvard University upholds a commitment to affirmative action and equal opportunity.



AUGUSTA COLLEGE

A Senior Unit of The University System of Georgia

REGISTRAR

Augusta College invites nominations and applications for the position of Rogistrar.

Augusta College, a comprehensive senior unit of the University System of Georgia, is located in Augusta, Georgia, the second largest metropolitan area in the state. The College, with an enrollment of 5,000 students, offers associate, baccalaureate, master's, specialist in education, and cooperative doctoral degree programs. The community has several other educational institutions, including the Medical College of Georgia, Patrio College, and Augusta Technical Institute, with which Augusta College has excellent working relationships.

cal Institute, with which Augusta College has excellent working totanorange RESPONSIBILITIES: Formulate the plane, goals, and hudget for the operation of the Registrat's Office; plan, coordinate and supervise all activities related to scheduling, registration, and maintenance of anademic records, supervise and direct the professional and clouds staff, including the Office of Veterans' Affairs; serve as a resource for the interpretation of University System policy, and local, state, and tederal inless and regulations pertaining to academics; assist with development and implementation of an enhanced, online student information system, and certify candidates for graduation. The Registrar reports to the Vice President for Academic Affairs.

QUALIFICATIONS: Master's degree prefurred and significant administrative experience in registration, admissions, antifor student records, effective analytical, interpersonal, and communicative skills, and a broad knowledge of computerized registration and records

APPLICATION PROCESS: Send a letter of application and a résumé to:

William M. Dodd, Chair Registrar Search Committee Augusta College 2500 Walton Way (10) Augusta, Georgia 30910

Applications and resumes should be received by the committee no later than August 15, 1992.

Augusta College is an Equal Opportunity, Affirmative Action Institution. We especially encourage applications from women and minority candidates. ***********************************

or related discipling preferred. ABDs or Master's degree with extensive professional experience considered. Teaching experience preferred. Salary communication such discipling experience preferred. Salary communication such discipling experience in the profession to the communication such discipling the such disciplination of the such disciplination and such disciplination of the such dis

Mathematics: Instructor/Assistant Professor, Clayton State College, Requirements include a Master's degree in Mathematics or in education with a strong mathematics focus and post-secondary teaching experience required. Experience describing experience required. Experience describing experience produced by disadvantaged students referred. Please call or write for a Clayton State College application by June 30, 1992. Please contact Dr. Judy C. Brown, Department of Developmental Studies, Clayton State College, P. Otto. 285, Morrow, Georgia 30260; 404-961-3470. Georgia is an open records state. AA/IECOL.

Columbia University Libraries

Librarian, Rare Book and Manuscript Library

RULLETIN BOARD: Positions available

The Librarian is responsible for leading one of the world's pre-enument collections of rare books and manuscripts. Located in the nation's publishing center, the Rare Book and Manuscript Library contains over 510,000 rare books and 26 million manuscripts in separate rare books and manuscript

departments.

The Bare Book Department has significant holdings in all subjects areas except law, architecture, health sciences, and East Asian languages. The collections are particularly strong in English and American Interature and Instory, Greek and Latin classical authors, sources of education, mathematics and astronomy, economics and banking, history of theatre, photography, history of printing, and New York City politics. Medieval, Renaissance, and Near and Middle Eastern manuscripts are also housed in the rare Book Department, along with cuneiform tablets, epigraphical specimens, papyrii, paintings, drawings, maps, posters, portraits, and mathematical instruments.

ments.

The Manuscript Department is the University's major repository for the extensive collections of original papers, letters, manuscripts and documents; the holdings include resources in nearly all subjects and academic disciplines, especially English and American history and literature, American publishers and literature, agents, business and banking, librarianship, international affairs organizations, social work, oral history, and Russian and East European history and culture. The Library also administers the Herbert H. Lehman collection and suite, concerned with New York state government and U.N. Relief and Rehabilitation Administration materials.

Relief and Rehabilitation Administration materials.

The Librarian is directly responsible for fund raising, a robust acquisition-through-gifts program, and liaison with the faculty; and oversees all collection development, preservation, exhibition, pre-cataloging, technical processing, manuscript processing, and publications programs. The Librarian also works closely with the Columbia University Libraries Friends Group. Reporting to the Resources and Special Collections Groups Director, the Librarian frequently serves in the role of deputy director.

Librarian frequently serves in the role of deputy director.

Qualifications include successful experience leading a special collections library or a comparable institution; interest and success in fund raising; knowledge of rare books and manuscripts; the ability to work harmoniously with colleagues throughout the library system; the capacity to build support for the advanced research and curricular needs of the University; and an accredited MLS, or advanced degree in an appropriate subject area.

Salary from a minimum of \$50,000. Excellent benefits include assistance with University housing and tuition exemption for self and family.

The Search Committee will begin screening applications on September 1, 1992, continuing until the position is filled. To apply, send letter of interest, résumé, and names, addresses, and phone numbers of three references familiar with your professional work to:

Kathleen M. Wiltsbure Director of Personnel Box 35 Burler Library 538 West 114th Street New York, NY 10027

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Database Administrator

Darmouth College seeks an energetic and experienced person for the position of Database Administrator (DBA), Reporting to the Director of Administrative Computing, the DBA will provide leadership in efficient database design, assist in the implementation, operation and tuning of databases and database management software, and support college

Recognized as a leader in educational computing. Dartmouth is a completely networked residential campus where nearly every staff member, student, and faculty member has the use of a personal computer (predominantly Macintushin) supported by diverso network services. Dartmouth also supports an array of mainframe computers, with most host-based administrative computing currently running under VAX/VM5" and an SQL-based DBMS (Gracle).

under VAXVMS** and an SQL-based DBMS (Cracle).

Applicants must be able to demonstrate substantive experience in data modelling and relational database design, database administration including use of data dictionary software, the design and programming of complex information systems, and the ability to remain productive when faced with multiple competing provides. An ability to work both independently and couperatively is required. Excellent interpersonal and communications skills are essential. Experience with data access and data security issues is required. Experience with VAXVMS, Oracle or SQL preferred. Experience with the Macintosh* or in higher educational administration is a plus. Minimum qualification: Bachelor's degree and six or more years of experience; or the equivalent.

Please send a letter of application, resume, approximate salary require-

Please send a letter of application, resume, approximate salary requirements, and the names and telephone numbers of three references to: William Barry, Director of Administrative Computing, Computing Services, Dertmouth College, 6209 Clement Hall, Hanover, NH 03755-3574.

Please respond via U.S. Mail. Acknowledgment of receipt of applicati will be returned, along with a job description. The review of applicati will begin July 15, 1992, and will continue until the position is filled.

companies Science: Southern Aricansas University, Assistant Professor of Mathematics and Computer Science. SAU is seeking applications for an Assistant Professor of Mathematics and Computer Science for Fall, 1992. Duties include leaching underspaduate mathematics include leaching underspaduate mathematics stockness and departmental committee work; assisting in the design of undergraduate curricula in excited anothernatics. Qualifications: MA or MS is mathematics. Qualifications: MA or MS is mathematics proferred. Prior teaching experience in mathematics preferred. Profession in the mathematics preferred profession in the Bushin handage. Ability to work well with others. Basic computer stills required. Applicants with formal training and/or experience in gathematics, operations research or actuarial science will be given preferred. Strong despite to leach undermaduate mathematics. This is a permanent tenure training the professions of the professions. In addition, SAU offers an excellent fridge benefits package. While the principle of undergraduate students, research and public service are excounted.

annel, P. O. Box SVCC, Richiands, Vir-sicia 24641; (703) 964-7317, EOE/DV.

Mathematics / Computer Science: South-ern Artansas University, Assistant Profes-sor of Mathematics and Computer Computer Science and some are strongly encouraged. Ap-plicatings will be accepted until the posi-tant data and will be accepted until the posi-tant data and will be accepted until the position is filled and will be reviewed as re-ceived, interested persons should send a letter of interest, returnt, and the names, addresses and telephone numbers of three people who may be contacted as references to: Personnel Office, Southern Ariansas University, SAU Box 1288, Magaolia, Ar-kanas 71753; Telephone (501) 233-4008. Affirmative Action, Equal Opportunity Employer.

SPELMAN COLLEGE College Minister

Spelman College is a private, historically and predominantly black non-sectarian, four-year liberal arts college located in Atlanta, Georgia. Spelman is set in both a major urban center and a large center of education. The College has a lustory of offering excellent educational opportunities to Afri-can-American women and enjoys considerable prestige in the academic community. Spelman is the oldest historically and predominantly black college for women in the United States.

college for women in the United States.

We invite applications and nominations for the position of College Minister. Reporting to the Vice President of Student Affairs, the College Minister is responsible for providing the ministries of worship, counseling, reaching, outreach, and administration (coordination) to all segments of the College community which includes students, faculty, administration, staff and external organizations.

Responsibilities: The College Minister conducts and preaches Interdenominational and Christian worship services every Sunday, promotes campus spiritual life and provides spiritual counseling to all segments of the College community. May teach one (1) course in the Department of Religion each semester, upon the request of the Department Chair.

Outlifications: The successful candidate must have an M.Div. or M.A.R.

gion each semester, upon the request of the Department Chair.

Qualifications: The successful candidate must have an M. Div. or M. A. R. from an accredited theological seminary. Five to seven years of progressively responsible administrative experience with a church or chapel, preferably at an institution of higher education required. Excellent written and oral communication skills, a demonstrable presence and strong interpersonal skills necessary. Also required is the ability to maintain confidentiality, manage large events, work under pressure, and interact with a diverse population. Training and experience in the Black church with special emphasis on Black women's concerns preferred.

Annibeations: Screening of annibiations will begin immediately and screening.

Applications: Screening of applications will begin immediately and continue until a successful candidate is identified. A letter of application, vitac, three letters of reference, and a statement of your view as a college minister on the role of African-American women in church and society should be addressed to the Office of Human Resources, Spolman College, 350 Spolman Lane, S.W., Box 1133, Atlanta, Georgia 30314-4399. Deadline for submission is August 1, 1992.

Compensation: Salary is competitive and commensurare with experience and qualifications. Excellent benefits package including health, dental, life, and qualifications. Exceller disability and vision care.

EOE/AA TITLE IX INSTITUTION

<u>ընտությանական արտարանական արևանի</u>

DREXEL UNIVERSITY

Responsible for planning and implementing fund-raising programs focused on corporate and foundation support as part of the overall compretiensive development plan for the University. Reports directly to the Senior Vice President for Development and University Relations, Responsibilities include managing staff of five professionals, identifying corporations
and foundations for major gift support of the University by developing
knowledge of the philianthropic and research interests of these organizations and by strengthening the relationships between them and the University. Bachelor's degree is required, plus three years of effective experence in fund raising with demonstrably strong skills in verbal and written
communications.

Director of Development for the College of Engineering

Is responsible for working with the Dean of the College of Engineering and the Engineering College Advisory Council in planning and administering all development activities. Reports directly to the Assistant Vice President. Responsibilities include identifying and soliciting individual and corporate/foundation major gift prospects, initiating, and coordinating the preparation of prospect proposals. Bachelor's degree and 3-5 years of development experience, preferably in higher education, required. Good verbal communication, writing and PR skills essential. Salary commensurate with experience.

Send résumés and application letters to: Senior Vice President, Office of University Development 01-316, DREXEL UNIVERSITY, Philadelphia, PA 19104, Affirmative Action, Equal Opportunity Employer. No phone inqui-



LINDA HALL LIBRARY Serials Librarian

Linda Hall Library, an Independent research library in science and technology, has an opening for a Serials Librarian.

The Sorials Librarian has responsibility for a collection of approximately 39,000 titles and for the overall operation of the Serials Division, which includes federal documents and preservation. This position reports to the librarian for Processing Services and has a statiof two professional and seven support positions. Linda Hall Library, a member of SLA, ARL and IRLA, is in the Initial stages of developing an integrated library system. The serials will be a major component of the ILS.

Minimum qualifications: ALA accredited degree, five years of experience with serials, administrative and supervisory experience, and ability to work with foreign language materials. Candidate must have knowledge of a full range of serials activities, including selection and acquisitions, bibliographic and budgetary control, claiming, binding and use of CCLC. Must also have the shiflits to respond flexibly to fluctuating workflow and to coordinate a

the ability to respond flexibly to fluctuating workflow and to coordinate a number of diverse activities. Familiarly with the operation of an automated serials control system is desirable. Salary Commensurate with experience. senais control system is desirable. Salary commensurate with experience. Please apply in writing and include a resume of education and relevant experience, and the names and addresses of three references who are knowledgeable about qualifications for this position. Send letter of application to Nancy Day, Linda Hall Library, 5109 Cherry, Kansas City, MO 64110, or contact her at the NASIG meeting in Chicago.

ics. Prior teaching experience at the precol-lege level is highly desirable. Selary is com-mentamic with qualification and experi-ence. The starting date is August 16, 1972. A letter of application and vita should se-sent to Dr. Douglas Harris, Chairman, De-partment of Mathematics. Statistics and Computer Science, Marquette University, Milwautee, Wiscound 33233. Marquette University is an Equal Opportunity. Af-firmative Action Employer.

Bulletin Board (202) 466-1050

............. Staff Assistant, Resident Director

Housing

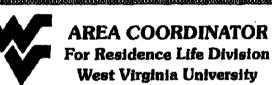
Twelve-month, residential live-in position. RESPON-SIBILITIES: Responsible for the general control. management, operation and supervision of a residence hall. Responsible for the counseling of residents. OUALIFICATIONS: Master's degree in Counseling, Student Personnel or related field required. Minimum of one year of residence hall experience required. SALARY: \$17,500.00-\$19,500.00 (Dependent upon qualifications and experience).

Staff Assistant Counseling Center

Full-time, ten-month position. RESPONSIBILI-TIES: Provide counseling, guidance, training, conaultation and outreach services in academic, personal, psychological, behavioral and social areas. QUALIFICATIONS: Doctorate degree in Counseling, Clinical Psychology, Counselor Education (licensed preferred). Professional competence as a counselor, as evidenced by scholastic achievement, professional accomplishment and recogni-tion by professional colleagues. SALARY: \$22,000.00-\$26,000.00 (Dependent upon qualifications and experience).

DEADLINE FOR COMPLETE APPLICATION FILES: June 26, 1992. (Letter of Intent, resume and the names, addresses and telephone numbers of five professional references should be submitted for a complete file.) ADDRESS ALL IN-QUIRIES TO: Office of Human Resources, Bridgewater State College, Bridgewater, MA 02325. Equal Opportunity/Affirmative Action Employer.





The Department of Housing & Residence Life at West Virginia University, a land grant institution serving 20,000 students, seeks applications for the position of Area Coordinator.

This position is a twelve-month administrative staff appointment under the supervision of the Assistant Director for Residence Life. Responsibilities include: development and implementation of the student personnel program within four residence halls of approximately 1,350 students, selection, training, supervision and evaluation of 4 graduate Resident Directors, 2 graduate assistants, 51 Resident Assistants and 2 ciencal support staff; coordination of system-wide staff selection and training process; counseling: discipline; management of office and personnel files; responsible for raiff development program; assist in the development of program goals, objectives, policies and revisions of all publications.

Qualifications include Master's degree in Student Personnel or related field and/or three years' full-time experience in Student Personnel including residence hall experience. Twelve-month, live-out position available August 3, 1992. Salary and benefits

Send résumé by June 30, 1992 to: Department of Human Resources, Knapo Hall, West Virginia University, P. O. Box BB, Morganiown, WV 26505.

Mathematics / Physics / Computer Sciences Southeast Community College of the University of Keetucky Community College System has an opening for a full-time Math-Physics-Computer Science instructor at its Whitesburg Center for the 1992 Pail Semester. A Master's Degree with at least 18 graduate bours is required; a doctorise is preferred. The position is a tea-month, tenure-track position with an excellent benefits actives. Statement date: August 1, 1992; its package. Starting date: August 1, 1992; application deadline: July 3, 1992, for application materials, conlect: Cathle Day, Office of the Academic Dean, Southeast Community College, Camberland, Kentacky 40821; (606) 389-2145. An Equal Opportunity Employer.

Medical Educations Medical Instructor.

Medical Educations Medical Instructor.

Teach medical subjects such as Anatomy
and Physiology, Hematology and Medical
Laboratory Procedures, 40 hours/week.

\$:00 a.m.-12:00 noon, 6:00 p.m.-10:00 p.m.

\$400/week, Doctor of Medicina Degree.

Two years experience in job offered or a
Medical Doctor. Report to Job Service of
Florida, 1307 North Monarce Street, Tellahassee, Florida 12:303. Job Order PL.

0603611.

Medical Servicess Professor/Coordinator of Emergency Medical Services. Ten-month contract. Bachelour's degree with two years axperience or equivalent. Be eligible for Arizona Community College Certificate or by Arizona Deportment of Health Serv-ices, First review of applications begins

gery, General Surgery, Neurosurgery, Pediatric Surgery, Phalle Surgery, Candidates should have a strong clinical, research and staching background and must be board certified for effailed, indiana University is as equal apportunity employer. Send curriculum vines to: lay it., Orasted, M.D., Chalman, Department of Surgery, Indiana University School of Medicine, 34: Barribil Drive, Room 244, Indianapolis, Indiana 46202.

Medicina The Department of Surgery, In-diana University School of Medicine, has fixuity positions upon in the following sec-tions: Cardiovascular and Thoracic Su-gery, General Surgery, Neurosurgery, Pe-diatric Surgery, Plantic Surgery, Candi

Medicine: Educator for family practice fel-lowship in faculty development. We seek a person with at least 2 years' experience to a family practice program and an academic background in education. Responsibilities include perfarming and curricultum and course design, individual and program evaluation and primarily precepting, lectur-ing and other teaching skills. Involvement and interest in research and administration would also be helpful. Contact Joel H. Mer-catsein, M.D. Director of Research and research, and D. Program of Research and Followships at St. Magnaret Memorial Hot-phal, Family Health Center, 4631 Davidson Street, Filibough, Pennsylvania 15201; phone: (412) 622-7343.

DIRECTOR OF STUDENT SUPPORT SERVICES

—PIRECTOR OF STUDENT SUPPORT SERVICES

Reporting to the Dean of Academic Affairs, this person is responsible for the coordination of the Title IV Student Support Services Program. This program offers special counseling, tutorial, and academic services to students who qualify for such services. Minimum qualifications include a master's degree, preferably in the field of guidance and counseling or in English, speech, reading, or mathematics. Administrative and counseling or teaching experience is highly desirable. Familiarity with the federal Title IV program or similar programs is also desirable.

DIRECTOR OF TALENT SEARCH

Reporting to the Associate Dean of Student Senders, this person is responsible.

DIRECTOR OF TALENT SEARCH
Reporting to the Associate Dean of Student Services, this person is responsible
for the coordination of the Talent Search Program. This program provides
special counseling services and other types of academic aid to qualified high
school students throughout the service area of the College. Minimum qualifications include a master's degree, preferably in the field of guidance and
counseling or in English, speech, reading, or mathematics. Administrative and
counseling or teaching experience is highly desirable. Familiarity with the
federal Talent Search Program or similar programs is also destrable.

Both of the above positions are full-time, tenure-track positions for 12 months annually. They require good organizational, communication, planning, and management skills as well as the ability and destre to provide quality services to students and other clients of the College with diverse cultural and educational backgrounds and learning capabilities. These positions will begin no later than September 1, 1992. Salary levels will be determined by educational attainment level and years of applicable experience according to the State of Alabama Salary Schedule "C" or "D". The salary range will be from \$29,950 to \$51,204 for 12 months.

\$51,204 for 12 months.

APPLICATION PROCEDURES—Submit a completed official application form or letter of application; a résumé showing educational degrees earned, employment history, and other pertinent attainments or experiences; copies of transcripts (official copies are not necessary unless hired) from all colleges attended; and the names, addresses, and telephone numbers of three professional references to Dr. Ken Hudson, Dean of Academic Affairs, Alabama Southern Community College, P. O. Box 2009, Monroeville, Alabama Southern Community College, P. O. Box 2009, Monroeville, Alabama Southern Community College, P. O. Box 2009, Monroeville, Alabama Southern Community College, P. O. Box 2009, Monroeville, Alabama Southern Control of the initial deadline for applications will be accepted. The most highly qualified applicants will be notified of the interview date, time, and location.

GENERAL INFORMATION—Alabama Southern College in a companier.

the Interview date, itme, and location.

GENERAL INFORMATION—Alabama Southern College is a comprehensive, public, two-year community college, with a reputation for the quality of its programs and services, which is located in the heart of rural southwest Alabama. In the Fall Quarter of 1991, approximately 2000 students were enrolled in the various programs offered by the College. Ethnic minority students comprised 21% of the student body. The College is undergoing a period of significant development which offers the Director of Talent Search and the Director of Student Support Services a dynamic and challenging professional environment. ASCC is a member of the Alabama College System but maintains its own mission and goals. The College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

Alabama Southern Community College is an Equal Opportunity, Affirmative Action Employer.



ASSISTANT REGISTRAR

The Registrar's Office at Ithaca College invites applications for a full time Assistant Registrar. Bachelor's degree is required. Successful supervisory experience and demonstrated excellent organizational and interpersonal skills are also required. Applicants must be able to demonstrated a successful ability to work effectively with faculty, administrative staff, and students. Understanding of and experience in an academic setting is highly desirable. Applications must be received by July 15, 1992. Send resume, statement of interest and three letters of recommendations to John D. Stanton, Registrar, lihaca College, Ithaca, New York 14850. Position starts September I, 1992 but starting date is negotiable. Salary is competitive.

ithaca College is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

Montal Health Program Director the tweethers are associate Degree Program needed at the North Dakota State College of Science. Director will develop curriculum and instructional programs consistent with the policies of the college. Duties include designated teaching. The Program Director will perform leadership and administrative functions in the institution, on behalf of carnorities agreecies, froutly, and the Department of Human Services. Responsibilities include developing program objectives; assigned teaching; developing and maintaining Program Curriculum; performing related administrative functions and services. Qualifications; developing and maintaining Program Curriculum; performing related administrative functions and services. Qualifications; developing and maintaining Program objectives; assigned teaching; developing and maintaining Program objectives; assigned maintaining program objectives; assigned to the institution, on behalf of carnorities and is support of the Society's administrative functions of the institution, on behalf of carnorities. The position as support of the Society's administrative functions of the institution, on behalf of carnorities. The position as colling the program objectives; assigned maintaining the leadership to the institution, on behalf of carnorities. The position as colling the program objectives; assigned maintaining the leadership to the institution, on behalf of carnorities. The position as support of the Society's administrative functions of the position and appear of the institution, on the program objectives;

Minority Affairs: Program Manager. National environmental capeers organization seeks Management of Minority Opportunities Program. Responsible for program development, fund raising, student conference. Requires excellent communication skills, experience with communities of color, and program design. Pud-raising and meeting planning apperience helpful. Resund and letter to V. P., ECO. 286 Congress Street, 3rd Floor, Boston, Massachusetts 02210.

organization. Musi have a minimum of 3-4 years i reinted work experience. Prefer 3-4 years i reaching experience. Appointment July 1, 1952, or as arraneed. Salary: Commensurate with education and experience. Application: interested persons should apply by submitting a lotter of application, resume, and references to be received by June 25, 1952, or smill position is filled. Office of Fersonnel Service, North Dakota State College of Science, Wahreton, North Dakota State Coll

Music: Woodwind specialist to teach applied woodwinds, woodwind methods and direct woodwind entembles. Doctorate and successful teaching on specialist of observed and rank open. Address letter of application, resumed, transcripts and at least three letters of recommendation to: Cratic Hamilton, Chair, Search Committee, Quachta Bagtist University, Box 3649, Arkadeiphia, Arkadess 71998-0001.

Music: Voice inscher with additional re-sponsibilities in elementary music educa-tion. Preference given to mezzo-soprano or contraito. Tenure track position, doctorate preferred. Salary and mak open. Public school music experience destrable. Sen letter of application and current vita to

PHILLIPS ACADEMY

Andover, MA 01810

CAPITAL DEVELOPMENT / ANNUAL GIVING

Phillips Academy, an independent national and international hoarding and day high school of 1,200 able college-bound students, maintains high academic standards. Approximately 70% of the faculty hold M.A. and Ph.D. degrees. The school offers an extensive and inclusive curriculum taught by a diverse faculty. The faculty teaches beyond the classroom through coaching, house counseling, and sponsoring student activities.

The Assistant Director of Capital Development is a member of a team responsible for capital and endowment fund raising of \$11 million per year for teaching endowments, scholarships, and plant renewal projects. The Assistant Director serves as a major gift officer and supports the Director and Associate Director in planning the Andover Development Board annual meeting. The Assistant Director of Capital Development reports to the Director of Capital Development and works with a team of fund raisers. Applicants for this entry level position should hold a college degree and 0-3 years of experience: writing and editing skills are essential.

The Associate Director of Annual Giving's responsibilities include management and direction of Andover's leadership gift program for donors of \$1,000 and more and specific reunion and non-reunion class fund raising. A college degree with 2 or more years of annual giving/professional fund-misting and professional fund-misting and professional fund-

The Assistant Director of Annual Giving's responsibilities include working with younger slumni classes and management of phonathons and the senior gift program. The position is entry level; a college degree and 0-3 years of fund-raising experience are preferred.

The Associate and Assistant Directors report to the Director of Annual Civing; both will assist with raising in excess of \$3.5 million in unrestricted support from alumni, parents, and friends.

All positions require strong public speaking, writing, and motivational skills; energy; ability to work with volunteers; and willingness to travel. Interested candidates are asked to submit an introductory letter, three references and a resume by July 1 to: Helmuth W. Joel, Jr., Dean of Paculty, Phillips Academy, Andover, MA 01810. EOE.



REGISTRAR

Prostburg State University, located in the mountains of Western Maryland, serving over 5,000 student, sakes a preactive leader and a total quality manager for the position of Registrate. Position available October 1. Duties include developing/enforcing policies and procedures for the operation of Registration and Records; serving as lieison between Registration and Records and other offices/departments of the University; overseeing computer operations relating to IA's SIS PLUS system; performing graduation checkout; initiating with programming capability automated systems and other software; and analysis and reporting on enrollment and trands. The Registrar reports to the Dean of Enrollment Management. Minimum qualifications: Master's degree in related field and three years' experience in the administrative management of a registrar's office. Experience with complex, integrated, and computerized information and student database system and FOCUS, SIS PLUS, and ONCOURSE is desirable. Starting salary range 521,000-547,000 deponding upon experience. University of Maryland System benefits package. For assistance with the amployment process contact Ms. Roberta L. Chamberlin, Associate Director of Human Resources (301-898-4108). Sand lotter of interest, résumé and the names, addresses and telephone numbers of three professional roferences by July 17, 1992, to: Chair, Sparch Committee for Registrar, c/o Office of Human Resources, Frostburg State University. Prostburg, Maryland 21832, AA/EOE Employer.

SOUTHERN STATE COMMUNITY COLLEGE Hillsboro, Ohio

DIRECTOR, INDUSTRY TRAINING AND RELATIONS

Responsible for administering the newly established Center for Business and Industry. The Director will provide leadership in customized education and training programs designed to serve the corporate, industrial, business, government and non-profit agency sectors. QUALIFICATIONS: Master's Degree preferred and a minimum of three years of demonstrated successful experience in educational program development in business and industry. SALARY: Competitive based on experience. TO APPLY: Send letter of interest, resumé, names and addresses of five references to:

Director of Industry Training and Relations Search Committee Southern State Community College Hillsboro, Ohio 45133 APPLICATION DEADLINE: July 10, 1992.



A list of application deadlines for grants and fellowships —

every week in The Chronicle.

CHEMISTRY REFERENCE/ COLLECTION DEVELOPMENT LIBRARIAN

Argonne National Laboratory is seeking a

Required qualifications include: ALA scredited MLS; minimum of 3 years experience working in a research library with an emphasis on collection development and on-line scarching; knowledge of

encourages both personal and professional career growth, as well as excellent benefits. Starting salary range for this position is \$33,870 to \$42,338. We welcome applications from candidates who car



UNIVERSITY AT BUFFALO

State University of New York

RESIDENCE LIFE RESIDENTIAL FACILITIES MANAGER

Responsibilities:

Responsible for administration and management of the maintenace, custodial, capital rehabilitation, and operational aspects of

nance, customiar, cupital reliabilities and development of team effort in overall estate in coordination and development of team effort in overall management of Residence Life.

Qualifications:

Qualifications:

• Master's degree preferred.—Bacholor's degree or equivalent experience required in Business Administration, Engineering, Architecture, or Education.

• Minimum of 7 years' experience in Facilities Management, Supervision, and Administration in large complex organization.

• Significant experience managing and developing budgets.

Salary range \$45,000-\$54,000 for 12-month contract plus excellent benefits package.

Interested applicants should send a letter of interest, résumé, and three letters of reference by July 3, 1992 to:

Sr. Staff Associate Search Commili Office of Residence Life University of Buffalo 478 Red Jacket Quadrangia Buffalo, New York 14262

The University at Buffalo is an equal opportunity, affirmative action employed

Mary Shambarser, Chair, Search Committee, Box 3738, Ouachita Haptist University. Arkadelphla, Arkansas 71998-0001.

Musics Suzukit teacher. Bachelor of Music and Suzuki Iralaing required. Send résumé with curriculum Viles including teaching experience. List units of Suzuki Association of the Americas (S.A.A.) approved teacher training. Travel required. Competity assacry plus benefits. Audio or video the filled when appropriate candidate is Billed when appropriate candidate is Bayls, Busine College. Wilson, North Cardina 27891.

Musics Moothead (Minnesota) State University. Coordinator of Music Industry Studies. Teaurs-track of Music Industry 1990. AAEOE.

Music Moorhead (Minnesota) State University. Coordinator of Music Industry Studies. Traines-track of Music Industry Studies. Traines-track of Music Industry pending on qualifications. Instructor or Assistant Professor. Faculty member will direct and develop established music industry program, teach basic and advanced courses in music industry as well as other music courses depending on candidate's strengths and needs of the department; supervise internships and assist with place-ment, Master's preferred; outstanding professional and/or creative accompliaments. Can professional argoriences and commitment to teaching required. Preference aivento considers who is a music industry in the permanent of teaching required. Preference aivento to teaching required. Preferenc

dynamic, self-statter to oversee the operation of the Chemistry Library, one of ten libraries located on the site. The Chemistry Library includes 30,000 volumes and over 250 active serial titles. Responsibilities include: collection development, in-depth chemistry reference and dambase searching, circulation, and

and ability to use personal computers; ability to work with and provide service to a diverse user population; and good written and oral communication and interpersonal skills. Bachelors degree in chemistry or a related field preferred.

At Argonne, you'll find an environment that contribute to our EEO/Affirmative Action

goels. U.S. citizenship is required. For consideration, please send a resume and salary history to: Shells R. Heath, Box TIS-91555-16, Employment and Placement, Argonne National Laboratory, 9700 8. Case Avenue, Argonne, 1L 60439. Argonne is an equal opportunity/affirms tive action employer.

BULLETIN BOARD: Positions available

SUNY Plattsburgh

PSYCHOLOGIST

The Psychological Services Center is seeking a dynamic individual who is committed to a time-limited model of therapeutic intervention and a developmental philosophy of counseling which includes programmatic/outreach activities. The successful candidate is expected to interface with residence life, student health services, women's studies, and multicultural programs.

The State University of New York (SUNY) College at Plattsburgh The State University of New York (SUNY) Conege at Plattsburgh is a comprehensive coeducational institution that offers more than 50 academic programs of study to approximately 5,580 undergraduate and 800 graduate students. The college is known for its academic excellence, its friendliness, and its affordability. Plattsburgh is located in an area offering many recreational facilities and is within an hour's drive of Montreal, Burlington, VT, and Lake

Responsibilities include individual and group counseling, training of paraprofessionals, outreach, supervision and possible teaching. Desired Qualifications: Ph.D., Ed.D., or ABD in Counseling or Clinical Psychology, Counseling, or closely related field. Will consider terminal Master's with considerable experience.

TIVITY TO MINORITY AND GENDER CONCERNS ARE ENCOURAGED TO APPLY.

INDIVIDUALS WITH AN UNDERSTANDING AND SENSI-

This is a continuing college year position with starting date on or around August 10, 1992. Salary is competitive and commensurate with experience and fringe benefits are excellent.

Applications will be accepted until position is filled Send application which should include letter detailing interest and

pertinent experience, curriculum vitae, and three current letters of reference with relephone numbers to: Chair, Search Committee

SUNY Platisburgh Box 1753-425 Plattsburgh, New York 12901

SUNY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Assistant Director of Housing for **Undergraduate Housing**

A position currently exists at Princeton University for an individual to be responsible for the administration of all procedures by which undergraduates are assigned housing. In cooperation with other University offices, formulate policies and procedures for dealing with all housingrelated concerns, Substantial contact with students, parents, other University offices. Strong organizational, administrative and interpersonal skills are essential, as is a high tolerance for the careful management of details.

Master's degree and 3-5 years of professional experience are required. Submit letter of application, 2 current resumes and the names and addresses of three references before July 15, 1992 to Dept 1119-DJ, Office of Ruman Resources, Clio Hall, Princeton University, Princeton, NJ 08544.



Princeton University

Equal Opportunity/Affirmative Action Employer

reat latters of reference. Do not send tapes itself requested. Submit 10: Dr. Judy McDonald, Deen, College of Arts and Letters, Remidil State University, 1500 Birchmont Drive, Northeast, Bemidil, Minnesous 56601-2699. Deadling for spylications is July 1, 1992, or until filled. Equal Opportunity Educator and Employer.

Music; Junior Faculty Position in Composi-tion. The Department of Music at Harvard University has reopened its search for an Assistan Professor in Composition to be-sin with the academic year 1993-94, Teach-ing reconshibition. ing responsibilities will include undergrad-tate theory and composition courses as well as some graduate instruction. A back-stound in performance will be helpful. Ap-plicants must have completed their formal education by June 30, 1993. A detailed cur-riculum vitus should be sent to Professor Bernard Rands; Chairman, Search Com-miltes; Department of Music; Harvard University: Cambridge, Messachusetts 02138, Please do not send scores and tapes at this time. The deadline for applications is September 30, 1992. Applications from women and minority aroups are particular-ly encouraged. Harvard University is an Equal Opportunity. Affirmative Action Employer.

Numbras South Dakota State University College of Nursine, Director-West River Program Site. Pull time, I I mouth tenure track position as Director of West River program site focated to Rapid City, South Dakota, at the rank of Instructor or Assistant Professoy. The Director coordinates/institutes undergraduate and graduate outreas Qualifications: Required: Barned Doctoral degree in maniaghratize field or work in progress to purpuse doctoral attdy; Master's and Bachetor's degrees in miralist; and ficensed as a Registered Nurse in for eligible to be Eccused in the State of

South flakcia. Experience in baccalaureste and/or higher degree mursing education curriculum development/implementation evaluation, clinical nursing practice, research, and alternative education deliver systems appropriate for non-traditional students. Demonstrated leadership capability ability to deal effectively with liner and intra-disciplinary groups; effective communications in terresearch, and problem soly

Narsing: Associate Degree Nursing Program. Faculty Positions, Caralina Medicat Center Campus, Charlotte, North Carolina. Our School of Nursine is uccepting applications for Full Time Academic Year Positions in all clinical areas. Responsibilities include: curriculum development, teaching in classroom, jaboratory and clinical areas, as well as participation in committee activities. Requirements include: North Carolina R.N. Recurstne, M.S.N., and two years



Old Dominion University **Auxiliary Services**

DIRECTOR OF HOUSING SERVICES

Applications are invited for the position Director of Housing Services at Old Dominion University. The director reports to the Assistant Vice President for University Auxiliary Services. Old Dominion University is an urban university of approximately 15,500 students with a 2,260 bed system. The director is responsible for overseeing all housing operational matters associated with the physical plants, financial analysis and budgeting (approximately \$7 million), marketing, leasing, safety/security, policies and procedures, phased repair and replacement, renovation, summer conference housing and a staft of approximately 90 people. The university subscribes to maintaining a comprehensive housing program and is committed to providing high quality facilities. The director must work in concert with the Director of Residence Life, who is responsible to the Associate Vice President for Student Services, in accomplishing established objectives.

Candidates must possess, at minimum, a master's degree in student affairs

Candidates must possess, at minimum, a master's degree in student affairs administration, business administration or related field with a minimum of 5 years' experience in a senior level housing position at a college or university. In addition, candidates should be able to display knowledge of and experience with accounting principles, budgeting, renovation activity, management, marketing, pc applications and purchasing.

ment, marketing, pc applications and purchasing.

Salary \$40-\$45,000 depending on experience and qualifications. Position available August 1, 1992. Interested candidates are encouraged to submit a letter of application, resume and names of three references to Mr. James Schuppenhauer, Assistant Vice President for University Auxilliary Services, Old Dominion University, Norfolk, VA 23529-0522. Review of applications will begin July 1 and continue until a qualified candidate is decided upon. Old Dominion University is an affirmative action, equal opportunity employer which requires compliance with the immigration Reform and Control Act of 1986.

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Search Reopened

DIRECTOR OF PRIVATE SECTOR PROGRAMS ASSOCIATION OF GOVERNING BOARDS OF UNIVERSITIES AND COLLEGES

The Association of Governing Boards of Universities and Colleges (AGB) invites nominations and applications for a new senior level position available August 1992. The Director will monitor trands in the private sector of higher education, maintain good communication with constituents and associations, plan and implement seminars and other programs, and undertake related research and special projects.

Qualifications include eignificant upper level experience in private higher education institutions; familiarity with the role of governing boards; knowledge of trends effecting governance and management in private higher education; and arrong skills in research, project management, and oral and written communications.

Salary is open and beaud on qualifications and experience. Review of applications and nominations will begin on June 26. Please anno a letter of application that addresses specific qualifications for the posi-tion sought, résumé, and writing sample to:

Berbare E. Toylor Vice President for Programs and Research Association of Governing Boerds of Universities and Colleges One Dupont Cirdo, Suite 400 Washington, DC 20036

AGB is an Equal Opportunity, Affirmative Action Employer

LEWIS-CLARK STATE COLLEGE DIVISION OF STUDENT DEVELOPMENT

Registrar

RESPONSIBILITIES: Manage all operations of Registrar's Office including staff of three, master class schedules, room assignments, registration procedures, budgetary decisions, and member of Division of Student Development management group.

QUALIPICATIONS: Must have excellent computer skills and knowledge. Able to assist College in preparing and converting to new integrated computer system. At least three years of professional experience in fully automated registrar's office including on-line registration. Supervisory experience necessary. Master's degree in College Student Personnel Service, Higher Education Administration or related field required with doctorate in some preferred.

Applications will be considered beginning July 8 until the position is filled. Start date August 1, 1992. Send a letter of application, résumé, and the names, addresses, and phone numbers of three references to:

Dr. J. Michael Hostetler
Vice President for Student Develop.
Lewis-Clark State College
500 8th Avenue
Lewiston, ID 83301

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.
WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

Lists of the latest books of interest to Academescholarly books and books about higher education -

every week in The Chronicle.

Education **Professionals**

Let your expertise take you in a new direction.

If your career as a professional in the field of education (K-12, higher education) includes selecting telecommunications and/or Information Systems technology, Sprint can offer you some exciting new challenges. With your knowledge of the education market and our quality products and services, we can make a dynamic team.

As the Education Market Manager, you'll identify potential customers in the education field and create strategies to introduce telecommunications and information systems solutions to targeted education accounts. This position is located in Kansas City.

We require a person with exceptional analytical and communication skills, at least 3-5 years management in education or marketing experience and knowledge of telecommunications/information systems applications in education. BS/BA degree required; Master's degree preferred.

If you fit this description, we can show you how to apply your existing skills in a rewarding position. Salary and benefits are excellent. For more information, send your resume to: Sprint, Mailstop KSOPKQ0111, P.O. Box 12915, Shawnee Mission, KS 66282-2915. We are proud to be an EOE/AA employer M/F/D/V. Also, we maintain a drug-free workplace and perform pre-employment substance abuse testing.





The University of North Carolina at Charlotte Invites applications for the position of University Conference and Facility Use Manager. Primary responsibilities include planning, development and coordination for the Conference Services, University Reservations and the Campus Event Information Offices.

ine position requires a creative, self-motivated professional with excellent communication and management skills. Requires four year degree and 3 years' applicable experience. Prefers Master's degree in Business, Student Personnel or Hotel Management. Applicants must have computer skills including word processing and data base management. Send letter of application, résumé, three letters of recommendation and current transcript to: The position requires a creative, self-motivated professional with excelling

james Hoppa Associate Director of Cone University Center UNC-Charlotte, Charlotte, NC 28223

Salary is competitive. Position is currently open with intent to fill no later than August 1, 1992. To receive full consideration, applications must be received by June 24, however, applications will be accepted until position is filled.

clinical experience. Two years' pursing education as experience. Send letter of inquiry and curriculum vises to: Mary Mason, R. N., Recruitment Specialist, Post Office Box 17261; Charlotte, North Caroling and Caroling of Caroling and Carol

Nursing: Northeast Missouri Sinte University, Division of Nursins. Faculty positions available in Community Health Norsins and Adult Health Norsins at an insovative NLN accredited SSN program at Northeast Missouri Sinte University, a actionally recognized liberal arts and releases injuriest Missouri Sinte University, Mester's degree in Nursing with appropriate specialty preparation required, doctoral degree preferred. Elisability for Missouri R.N. Eccasure required, Northeast is communited to challenging and appropriate students in their learning, and it subscribes to the AAME's "Seven Principles for Good Practice in Undergraduate Education." Active learning is a major component of the educational estimates the component of the degrational estimates and in evidence to the inversity and the community. As a part of their teaching responsibilities, all faculty members six a respected to serve as academic advisors. Sept curriculum vitae to Dec Lessing, Chair, Nursing Faculty Affairs Committee, Division of Nursing, Northeast Missouri State University, Kirksville, Missouri A3501.



western connecticut STATE UNIVERSITY

Danbury, Connecticut 06810

ASSISTANT TO THE DIRECTOR OF HOUSING RESIDENCE HALL DIRECTOR

RESPONSIBILITIES: The ADHARD position combines Central Housing Office responsibilities with the administration of one residence hall. his position requires direct supervision of resident assistants, duty desk employees, and three full-time custodians. The ADHARD is the advisor to the Hall Council and coordinates and participates in educational and social hall programming. The ADHARD is responsible to the submission and follow-up of all maintenance requests. The ADHARD serves as a counselor to all students and will sit on various University committees. This is a full time live-in position.

QUALIFICATIONS: Two years of relevant Housing experience, equipping the applicant to relate effectively to resident students and staff. A Bachelor's degree is required. These qualifications may be waived for individuals with appropriate alternate experience. Typical employee has an appropriate Master's degree and residence half work

VACANCIES: One definite vacancy with a possible second vacancy One other position filled on a temporary basis.

SALARY: \$29,275 and apartment for 12-month appointment APPLICATION PROCESS: Send a letter of application, résumé and list of rolorences with abono numbers to: rences with phono numbers to:

John N. Wallace Director of Housing Wastern Connecticut State University 181 White Street Danbury, CT 06810

APPLICATION: We will begin screening completed applications and interviewing immediately and will continue to accept applications until suitable candidates are found.

WCSU is an Equal Opportunity, Affirmative Action Employer.
Women and minorities are encouraged to apply.

Director of Reimbursement and Compliance

Well-known upper Eastside medical college seeks a CPA or Master's degreed individual to coordinate and manage all activities for our Cost Analysis

The seasoned professional we seak will develop, prepare and aubmit actual and projected rates for all reimburgement areas; ensure compliance with lederal regulations, reimbursement issues and industry standards; develop and implement policies and procedures; gather and analyze data and reports and install and maintain computer systems.

Prior related experience and excellent supervisory, managerial, organizational and communications skills

Ouistanding benefits include health, dental, 4 weeks vacation, immediate ponsion vesting and tuition plan. Send resume including salary history to: C.C. BALL, CORNELL UNIVERSITY MEDICAL COLLEGE, 445 East 69th St., NY, NY 10021. EEO/ AA/M/F/H/V.

CORNELL UNIVERSITY MEDICAL COLLEGE





DIRECTOR OF RESIDENCE LIFE (Signal Peak Campus): Minimum of Bachelor's degree in social or behavioral science from a regionally-accredited institution; three (3) years of full-time professional management experience in residence halls; evening and weekend duty required; and must be willing not live-in. Salary: \$27,299-\$39,600. Application Deadline: June 25, 1992. ASSISTANT DIRECTOR OF RESIDENCE LIFESTUDENT ACTIVITIES (Signal Peak Campus) [Position availability dependent upon funding]: Bachelor's degree in Education, Counseling, Psychology or related Social Sciences from a regionally accredited institution; one (1) year's experience in residence halfs programming and/or student activities. Salary: \$16.800-\$29,092 (will be provaled - 10 month position). Application Deadline: June 25, 1992.

To apply for either of those positions, send letter of interest, résumé, list of three professional references, copies of official transcripts to Office of Human Resources, Central Arizona College, 8470 N. Overfield Road, Coolidge, AZ 85228, Candidates are responsible for any expenses incurred for Spragnylew. EOE/AA.

Nursing: Carlow College, a Catholic, liber-al arts college located in Pittsburgh, Pean-sylvania, invites applications for the nost-tion of Chair, Division of Nursing, Reapon-sibilities: Provide leaderning and adminis-tration of multi-track NLN accredited program including basic BSN, RN comple-tion, and possible MSN programs; super-

Director of Public Relations

Search Reopened

Recognized nationally for its Bradford Plan for a Practical Hecognized nationally for its blaufor than for a visited the Liberal Arts Education, and by its colleagues in higher education as one of the more innovative colleges in the nation, Bradford College seeks an accomplished, hands-on leader for its public relations, madia relations, marketing, publications, information and special events initiatives.

The successful candidate with have exceptional managerial, writing, editing and interpersonal skills. Also, the success ful candidate will have a thorough knowledge of all facets of a first-rate public and media relations program, publications, printing, design and photography. Minimum requirements include five years' experience in a college or university public relations office, success with enrollment and fund-raising marketing, and a bachelor's degree.

Bradford College is located in Haverhill, MA, 35 miles north of Boston. The College has enjoyed five consecutive years of increased enrollments. Send a letter of application, résumé and three references by July 3, 1992 to:

> William A. Carev VP for Institutional Advancement Bradford College 320 South Main Stree Bradford, MA 01835

An affirmative action, equal opportunity employer.



DIRECTOR OF GRANTS & CONTRACTS FINANCIAL ADMINISTRATION

The Director reports directly to the Associate Vice President and Controller and manages the Office of GCFA. Other responsibilities had use coordination of the Indirect Cost Program for the University and coordination of the Federal A-133 and it input for all institutional qualits and all qualities associated with greats and contracts. The incumbent will also coordinate and develop computerised financial accounting and post-award administrative procedures and training for University-sponsored programs which ensure compliance with all applicable University-sponsored programs which ensure compliance with all applicable University policies and procedures and state and federal strates and regulations. Minimum qualifications include a Bachelot's degree in accounting or business administration and five to seven years' experience in extensive grants administration, financial planning, budget analysis, federal auditing, and supervision. Superior verbal and written communication stills, excellent management skills, solid negotierion skills, demonstrated computer literary, and the ability to understand and interpret regulations and excellent management skills, solid negotierion skills, demonstrated computer literary, and the ability to understand and interpret regulations and excellent management skills, as personae in an institution of higher education is preterred. Knowledge of PC with Microsoft Word and Excel for Windows, CRT terminat, discuss III., networking systems, FOCUS, and 8.88 would be beneficial. Equivalent combinations of education and experience may substitute for stated qualifications. For full consideration, letter of application, current resume, and the names, addresses, and telephone numbers of three professional references must be received by July 7, 1932. Send to Director of Grants & Contracts Financial Administration Secret. Atts. Dr. David Bosserman, Office of Associate Vice President & Controller, 308 Whitehurst, Oklahoma State University, Stillwarer, Ok 74078.

OBU IS AN APPIRMATIVE ACTION, EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER COMMITTED TO MULTICULTURAL DIVERSITY.

Director of Information Technology Services

Texas College of Osteopathic Medicine, a state medical school ionated in Fort Worth, Texas, is seeking a Director of information Technology Services to provide leadership for college-wide computing and communications development and to direct its staff of computing professionals. Responsibilities: Recommends college-wide computing and communications strategies and associated software and hardware specifications to the administration. Provides direct supervision for professional computing staff. Directly responsible for technical implementation of computer systems and for assessment of operations throughout the ecademic, itseal and administrative systems of the College. Qualifications: Candidates must have a minimum of five years' experience in managing computing resources and communications services, preferably in an educational or medical environment having both central and decentralized resources. Advanced technical expertise in computing, communications and related technologies to required, Advanced coademic oredentials are highly desirable. Greetest weight will be given to the quantity and quality of a candidate's experience in computer service and communication management. Salary is competitive and commencurate with qualifications and experience. Send a written application, including curriculum vitae and the names of three references to: Texas College of Osteopathic Medicine, Human Resource Services, 3500 Camp Bowle Blyd., Fort Worth, Texas 76107. T.C.O.M. is an Equal Opportunity, Affirmative Action Employer.

Coverage of breaking news that affects higher education—from state capitals. academic conferences, and

campuses throughout the country and the world ---

every week in The Chronicle.

GETTYSBURG

Library

Circulation Librarian/Assistant Director of Instructional Media Services. RESPONSIBILITIES: supervising circulation staff of two full-time and four part-time persons and providing some reference and other readers services. ving support to faculty and students utilizing instructional media services, particularly software such as film and videos, under the Director of IMS. All librarions share collection development responsibilities and departmental liaisonships. QUALIFICATIONS INCLUDE: α provinces en work record, especially supervisory, communications, and team-work skills. Experience with automated services and/or media services a plus. ALA accredited degree preferred. AVAILABILITY: late summer on an interim basis preferred. AVAILABILITY: late summer on an interim basis until mid-summer, 1993. SALARY: competitive. APPLICA-TION: job description sent upon request. Completed applications must include a letter, vita, names of three references, and record of graduate work. Preliminary interviews will be held at ALA Conference; advance appointments available. For fullest consideration, please apply by July 10, to Willis M. Hubbard, College Librarian, Gettysburg College, Gettysburg, PA 17325; (717) 337-7001. Library has a fine modern facility and is heavily automated. Gettysburg College is a highly selective automated. Gettysburg College is a highly selective liberal arts college located in an historic area within an hour and one-half of the Washington/Baltimore area. Affirmative Action, Equal Opportunity Employer; women and minorities are encouraged to apply.

UPPER IOWA UNIVERSITY

Assistant Director of Residence Life

(Position Re-Opened)

Upper lows University is a small, four-year, independent liberal arts institution, founded in 1857. The University is located in scenic northeast lows near two large recreation areas. It is within 3-1/2 hours driving distance from Minneapolis, 4-1/2 hours from Chicago, and 3 hours from Des Moines.

The University is seeking an enthusiastic, creative, student-oriented professional who is able to relate to students, faculty, and staff. Women and minorities are strongly encouraged to apply.

Responsibilities: Assists the Director in supervision of residence halls, planning recreational and social activities, and counseling Advises multi-cultural groups and develops and provides educational

Qualifications: Master's degree in student personnel or related field with 3 years of residence half and programming experience required experience in working with ethnically diverse groups is beneficial. Demonstrated leadership, communication, and supervisory skills. Ability to plan and organize work and to assess needs of special inter-

Salary: The appointment is a 12-month, live in position. Salary is highly competitive and commensurate with experience.

Application Procedure: Screening will begin June and continue until the position is filled. The expected starting date is negotiable, but no later than July 15, 1992. Send letter of application, résumé, and three letters of recommendation complete with telephone numbers to Braulic Caballero, Vice President for Student Services, Upper lowa University, P. O. Box 1857, Payette, IA 52142, An Equal Opportunity, Affirmative Action Employer.

LAWRENCE

DIRECTOR OF PUBLIC AFFAIRS

Lawrence University invites nominations and applications for the position of Director of Public Affairs. The Director will supervise a stall of nine responsible for public information, publications, media relations, public events, and sports information.

The successful candidate must possess a baccalaureate degree (advanced degree preferred); a minimum of five years' experience to public relations; first-rate writing and management skills; and a strong commitment to the liberal arts. APR a plus.

Salary will be commensurate with qualifications and experience. Nomi-Director of Human Resources Lawrence University P.O. Box 599 Appleton, WI 54912

Lawrence University Promotes Equal Opportunity For All

vite revision of curriculum and staffing structure of Nursing Division; develop grant proposals for innovative new programs. Qualifications: Ph.D. (in Nursing preferred); excellent teaching and scholarable; administrative experience; record of developing new programs and oblaining funding. Salary: Competitive and commensurate with experience. Starting Date: Pall, 1992. To Apply: Send letter of application, curriculum vitae, and three letters of reference to: Dr. Jane Gerety, Azademić Dean, Carlow College, Pittsbirah, Fennsylvania 15213, For best consideration, submit application before July 13, 1992. EEO.

DIRECTOR OF UNIVERSITY RESIDENCES

UNIVERSITY OF IDAHO Moscow, ID 83843

The University of Idaho invites applications and nominations for the position of Director of University Residences. The University of Idaho is a comprehensive research university and is the state's land grant insultation. sive research university and is the state's larke grant institution, Reporting to the Assistant Financial Vice President for Auxiliary Services, the Director is responsible for all University residences including residence halls, cooperative residences, family and graduate student housing units. The position directly supervises the Director of Residence Life, the Assistant Director for Family Housing, the Assistant Director for Support Services, and the Assistant Director for Business Operations. Responsibilities include budget preparation and management, facilities maintenance, and overall leadership in University Residences to provide outstanding accommodations and programs for residents.

Minimum Qualifications:

Bachelor's degree in business management or related field

Extensive and progressively more responsible experience in management positions related to activities supervised by this position

Demonstrated ability in financial management of university residences

Demonstrated ability to manage residence facilities

Ability to communicate effectively, both orally and in writing with individuals from diverse backgrounds and abilities

Preferred Qualifications:

• Master's degree in business or related field

• Prior experience in College/University residences management

• Familiarity with land-grant and/or Ph.D. granting institutions

Salary: Commensurate with qualifications and experience. Application Process: Submit a formal letter of application, résumé, and the names and phone numbers of three references. Applicants will be sent a formal job description and additional information.

Deadline: Search will be closed when a sufficient number of qualified appli-cants have been identified but not before July 1, 1992. Apply To: Director of University Residences Search Committee

Christian Stokes, Chair Office of Auxiliary Services University of Idaho Wallace Complex Moscow, ID 83843 1208) 885-5500

AAVEOE



COLLEGE CHAPLAIN

Coo College invites applications and nominations for the position of Chaplain of the College. This is a part-time position. The Chaplain is responsible for ministering to the spiritual needs of students, Additional responsibilities include: facilitating religious programs on campus, advising denominational clubs, and maintaining relationships with local

Located in a mid-sized city, the College is a selective liberal arts institu-tion affiliated with the Presbyterian Church. Coe is a member of the ACM and has Phi Beta Kappa chapter. The student body is characterized by diverse faith and ethnic backgrounds.

Candidates for the position should be ordained, experienced in the du-ties of a college chaplain or youth ministry, and capable of providing creative leadorship. Persons already employed or working on a part-time basis at churches near or in the Cedar Rapids community are welcome to

Salary is commensurate with education and experience. Starting date is negotiable. Applicants should submit a letter of interest, a professional resume and letters of reference to: Debra Carlson Wood, Vice President for Student Affaira, Coe College, 1220 First Avenue, Northeast, Cedar Rapids, JA 52402. Review of applications will begin immediately and continue until the position is filled.

Coe College is an Equal Opportunity, Afformative Action Employer.

FOR CATHOLIC SCHOOLS

DEVELOPMENT COORDINATOR

The Diocese of Venice in Florida is seeking experienced candidates for the position of Development Coordinator for Catholic Schools. Qualifications: Experience in all areas of comprehensive development, including deferred giving, fund raising, grant writing, marketing, public relations and long range planning. Responsibilities include the in-service training and supervision of High School Development Programs and Personnel, Salary negotable according to experience and qualifications. Interested candidates should send cover letter, résumé and three current letters of reference to:

> Development Search Committee Diocese of Venice Post Office Box 2006 Venice, Florida 34284-2006 Phone: (813) 484-9543 Fax: (813) 484-1121

Application Deadline: June 22, 1992

Director of Admissions

Founded in 1875, Indiana University of Pennsylvania is the Commonwealth's fifth largest university with more than 14,000 students. Located 50 miles northeast of Pittsburgh, IUP is the largest of the tourteen universities in the State System of Higher Education.

Applications and nominations for the position, Director of Admissions, are now being invited. The Director of Admissions is a key university management position that reports to the Associate Provest in Academic Atlairs.

Responsibilities of the Director of Admissions include direction and coordination of all undergraduate admissions programs on the main campus and at the branch campuses located in Kittanning and Punx-sutawney. PA; marketing and minority recruitment elioris: enrollment management; public relations with local, reglocal and state constituencies; iong-range and strategic planning pertinent to admissions and enrollment; and coordination of articulation agreements with other colleges/universities.

Qualifications include Master's degree; five years' experience in an admissions operation in higher education; and demonstrated experience in minority recruitment, enrollment management, marketing, and office automation required. Strong written, verbal, and interpersonal skills are essential.

Caudidates should send letter of application, résumé, and the names, addresses, and phone numbers of tive current references, one of which must be your current supervisor. Application materials

Chair, Office of Admissions Search Office of the Associate Provost 359 Sutton Hall, IUP Indiana, PA 15705

Review will begin June 10, 1992, and continue until position is filled. UP is an Affirmative Action, Equal Opportunity Employer and is committed to diversity as an educational priority. Women and minorities

International Management Development Institute (IMDI)

Graduate School of Public and International Affairs

University of Pittsburgh

IMDI seeks senior Program Managers to help design and deliver management development training programs for officials from Africa, Asia and the Middle East. Qualifications: Master's degree or Ph.D. In a relevant discipline; minimum 3 years' international experience; minimum 3 years' experience in the design, delivery and evaluation of training; proiessional fluency (FSI 3+) in Arabic, French or Indonesian. Consulting experience is an added advantage. These are full-time positions based in Pilisburgh, Salary range; \$35-45,000 plus an attractive benefits package.

Candidates should forward a current CV a statement of relevant experience. Candidates should forward a current CV, a statement of relevant experience, and the names and telephone numbers of three references. Applications will close on June 30, 1992, and the successful candidates will be expected to begin work as soon thereafter as possible. For more information, please call or write:

nse call or write:

Dr. Riall W. Nolan, Director
International Management Development Institute
Graduate School of Public and International Affairs
3[03 Forbes Quadrangle
University of Publicburgh, Pittsburgh, PA 15260
Tel: (412) 648-7610
FAX: (412) 648-2605 or (412) 648-5911

Southwestern University

AT GEORGETOWN, TEXAS

Director of Alumnt and Parent Relationer Southwestern University seeks an experienced and energetic director to manage a program of constituent relations for its 10,000 alumni, parents, and triends. Stall supervisions, volunteer management, elemni boxed relons, development, and other advancement responsibilities are included. Candidates should have a proven record of success in advancement, preferably in a similar institution; excellent communication, organizational and computer interacy skills; as well as a well as a chelor's degree and a minimum of times years' experience.

Southwestern University is a selective undergractuate institution committed to broad-base liberal arts and sciences education. Affiliated with the United Methodist Church, it has more than 1,200 students and a history of facilit emollment. The Southwestern endowners to more than \$1.36 million ranks among the highest in the nation in endowners per student. The University is located in Georgetown, Texas, 28 miles north of Austin, the étate capital The conversely is uscaled in Georgetown, feets, 28 miles north of Austin, the state copital.

Deadline for application is July 3, 1992. Send a letter of application, a resume, and the names, addresses, and telephone numbers of three references to the Office of Human Resources, Job #108, Southwestern University, P. O. Box 770, Georgetown, Texas 78627-0770. Southwestern University is an Affirmative Action, Equal Opportunity Engloyer.



Coverage of breaking news that affects higher education—from state capitals, academic conferences, and campuses throughout the country and the world ---

every week in The Chronicle.

Program Assistant Carolina Union

Assists in the training and development of the ten to Assists in the training and development of the ten to fourteen student programming committees of the Carolina Union Activities Board. Advises and directs student volunteer chalippersons and committee members in program planning, promotion, execution and evaluation for programs such as films, concarts, lectures, gallery exhibits and Cabaret events. Negotiates contracts, coordinates program facility and personnel resources, monitors budgets. attends and supervises various programs. Must be willing to work a flexible schedule which includes evening and weekend hours. A working knowledge and understanding of the college union philosophy, strong verbal and written communication skills, ability to work independently and establish effective working relationships with university students are essential. Qualifications and experience include an undergraduate degree with major emphasis in students and experience include an undergraduate degree with major emphasis in students and experience. dent personnel services, recreation or a related field and two years' experience working with university student volunteers in union programming or student activities. A Master's degree is preferred in the above areas with two years' experience or an equivalent combination of education and experience. Salary range \$20,742–31,212.

We offer a salary commensurate with your experience and education, and a comprehensive benefits package. Apply immediately. Resumes only accepted with completed applications. For an application, telephone (919) 990-3200 (Toll Free Research Triangle Area of North Carolina) or (919) 962-2991 or apply at: Employment Department, Office of Human Resources, The University of North Carolina at Chapel Hill, CB #1045, 725 Airport Road, Chapel Hill, NC 27599-1045. An Equal Constitution of North Road, Chapel Hill, NC 27599-1045. Opportunity/Affirmative Action Employer.



DIRECTOR OF ADMISSION

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Southern Methodist University invites applications and nominations for the position of Director of Admission.

Candidates must be familiar with the mission of a selective private university that recruits nationally and internationally. Candidates should have proven recruiting and admission experience. The Director will oversee the undergraduate occuliment efforts of the University including strategic planning and oversight of an office of twenty-five.

Salary competitive and commensurate with experience. Screening of applicants and nominees will begin immediately. Resumes will be accepted through July 15, 1992. Applications, nominations, and inquiries should be directed to:

Judy J. Mohraz, Associate Provost 209 Perkins Administration Building Southern Methodist University Dallas, TX 75275



Minorities and women are encouraged to apply. SOUTHERN METHODIST UNIVERSITY Affirmative Action, Equal Opportunity Employer.

ASSOCIATE DIRECTOR SPECIAL CHES

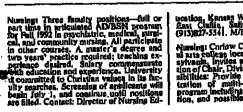
Barnard College, Columbia University seeks an experienced profesclonel for the Special Clifts portion (contributions ranging from \$25,000 to \$100,000) of our \$100 million Capital Campaign. Conduct prospect research and tracking; develop regional cames, paigns; prepare proposals and presentations; participate in soliciting individuals, and ensure proper follow-up. Some travel is

We offer a competitive salary and excellent benefits including 24 days vacation and tution remission. Send your resume with ealary history to: Employment Supervisor, Barnard College, 3009 Broadway, New York, NY 10027. Equal Opportunity Employer.

tenure-track position of Nursing Faculty in the ADN Program beginning August 3, 1992. Responsibilities: Conducts classroom and cinical instruction; supervises and ovaluates students; participates in ongoing curriculum develorment; and advises students. Qualifications: Master's degree in nursing with at least 18 graduate hours in nursing, Area of expertise in adult bealth or pediants turning. Two years nursing experience within the peat five years. Eligible to practice as a registered nurse in the state of Kantucky, Submil letter of application, element, and references no later than July 15, 1992, to: Office of Personni Services, Altention ADN.2, Morebeed State Universite

Nursing: LPN Lead instructor. Requirements: B.S. degree in Nursing, master's degree preferred; hold a valid Georgia Resistered Nurse Licosac; must have at legat three years of infield cillical or teaching available; within the must start years.

ty, HM 101, Morsbead, Kentucky 40351. MSU is an AA/EO Employer.





Director of Athletics

and nominations for Director of Athletics, with an intended ap-Intment date around September 1, 1992, or sooner. The University of Massachusetts is an NCAA Division I institution sponsoring 22 sports. The Director of Athletics (full-time, 12-month administrator) reports to the Chancellor. The Director tor has total administrative responsibility for the development, management, and operation of all athletic and intramural programs. The Director provides educational and administrative management and leadership in the areas of fiscal management. ment, promotions, marketing, public relations, adventsing, sports information, fundraising, and tickets. Qualifications: An advanced degree in an appropriate field is required. The candidate must possess experience in the successful administra tion of athletics programs or have comparable experience. Candidates should have a track record of success as a personnel manager and as a successful leader, possess the ability to dea with diverse constituencies, and must present evidence of personal and professional integrity. The successful candidate should exhibit a strong sensitivity to the scadenic mission and requirements of the university and demonstrate an understanding of the propor role of athletics within the mission of the university. The candidate must demonstrate a commitment to NCAA rules and compliance; applicable rules, regulations and laws; and support of academic and affirmative action goals. Candidates should have proven organizational, administrative, communications and interpersonal skills; and demonstrated public relations and fundraising abilities. Compensation: The compensation will be commensurate with qualifications and experience. Application and Appointment Process: To begin the application process, applicants should submit a latter of inquiry, a current resume, and a list of three current pro-lessional references with addresses and telephone numbers. Applicant review will begin on July 15, 1992, and will close when a suitable applicant is chosen. Application materials should be sent to: Chair, Director of Athletics Search Committee, 203 Boyden Building, University of Messachusetts, Amherst, MA 01003. The University of Assachusetts is an Affirmative Action/Equal Opportunity

Northern Illinois University

CHANCE Program:

Associate Director, Position starts September 1, 1992. Responsible for management, administration and supervision of counseling services to students; train, supervise, monitor and evaluate performance of ten professional counselors; coordinate summer orientation program for students. Required Qualifications: Master's degree in educational administration, student personnel, counseling or closely related area; bilingual/bicultural in Spanish and English; excellent supervisory and communication (oral and written) skills and minimum of 3 years' (prater 5 to 8 years) experience in administration and/or counseling of ethnic minorities and educationally underprepared students in higher aducation. Send application letter, résumé, and three recent reference isters to: Leroy A. Mitoheji, Director of CHANCE Program, Educational Services and Programs, NIU, DeKaib, IL 60115. Application Deadline: July 15, 1992.

DEPT. MATHEMATICAL SCIENCES: Assistant Professor. Anticipated visiting position, specialization in numerical enalysis or optimization theory. Ph.D. and strong potential in research and teaching required. Send application (vita), transcripts, plus three reference letters and description of research program to: Temporary Numerical Analysis Position, c/o Professor William D. Blatz, Chair, Dept. of Mathematical Sciences, NIU, DeKaib, IL 80116 by July 15, 1992. AA/EOE.

Fiscal Officer

Dartmouth Dining Services

Manages all Dartmouth Dining Services accounting systems, manages au Darmourn Daning Services accounting systems, -including control, financial reporting, and preparation of all budgetary documentation. Prepares monthly financial statements for various Dining Services operations. Advises the Director and members of management team on financial matters. Seeking a bachelor's degree in business administration between the back and protections of calcular matter and a services. tion, hotel administration, or closely related field, with 4-5 years of experience in financial management, or a master's in business administration with 2-3 years of relevant experience, or the equivalent, Must have a working knowledge of Macintosh and IBM business applications. Food production and access control systems experience desirable.

Submit resume and cover letter to: Katharine Fisher, 6172 Thayer Hall, Dartmouth College, Hanover, NH 03755-3712.

Mursing: Franciscan University of Stot-in Multiple School of Nursing (B.S.N. Pro-74m) antiopates Acquity vacanties for fall 1992. Doctorate preferred. M.S.N. In Med-lea/Surged or Critical Care, and prior restment of Nursing, Franciscan Universi-restment of Nursing, Franciscan Universi-

WHITWORTH COLLEGE

Registrar

POSITION FUNCTION:
Directs processes to ensure the integrity of academic credits given and degrees earned by providing administrative supervision to the Registrar's Office and evaluative input, monitoring, and recont-keeping for

QUALIFICATIONS BEING SOUGHT:

QUALITICATIONS BEHIN SOCIETY

1. Master's degree; doctorate desirable.
2. A minimum of five years of experience as Registrar, Associate Registrar, or other administrative/facuity member at a higher education institution with significant administrative experience with academic

Demonstrated skills in administration, organization, problem solv-ing, and personnel management.
Experience with computerized integrated student records systems.
A personal commitment to the Christian faith and to the integration

TO APPLY:

Please submit: letter of interest, résumé/vita, names, addresses, and telephone numbers for three references, and a one-page statement on your personal commitment to the Christian faith and to the Integration of the Christian faith with liberal learning to:

Registrar Search Committee Office of Human Resources Whitworth College Spokane, WA 99251-0103

Applications accepted until 7/20. ANTICIPATED START: September 1, 1992

Whitworth College strongly encourages women, persons of color, and persons with physical limitations to apply. Whitworth College reserves the right to extend the search proceedings beyond those dates identi-fled in order to assemble an adequate number of qualified applicants.

Trinity College Hartford, Connecticut 06106 ASSISTANT DIRECTOR OF CAREER COUNSELING

The Assistant Director will focus on the following areas: career counseling of undergraduates and alumni/ae, including formulation of plans for employment and graduate/professional study; advice attaches and graduates on all phases of job search; deliver job search and career assessment workshops; and manage recruiting programs for employment and graduate/prolessional study. Position is scheduled for 10 months each year, approximately mid-August—mid-June. Normal starting salary range from \$18,600-\$21,000 or more, depending upon qualifications and experience.

chelor's degree, preferably in the liberal arts, required; master's gree preferred. Two years of career counseling or other related high-

Applications will be reviewed starting July 1, 1602 and will continue until the position is filled. Please send resume, statement of interest in advising bright, highly motivated liberal arts graduates, and the names, addresses, and telephone numbers of three professional references to:

Rozanne Burt Director, Career Counseling Trinity College 300 Summit Street Hariford, CT 06106 Trinity College is an Equal Opportunity, Affirmative Action Employer.

الاقتصادة والشوارية المصول فيأمك المتعاوم وأسوان ويثاب فعراز المصوار المساع أسوان ويتامان وي

SELMA UNIVERSITY

Director of Fund Raising and Alumni Affairs

Selma University Invites application for the position of Director of Fund Raising and Alumni Affaira. This person will be the principal fund raiser and alumni affairs person.

The successful candidate will provide leadership in the expanded and multi-base external fund raising program which includes alumn) and church relations, annual fund, corporate and foundation support, planned giving, church support and developing a viable endowment. planned giving, church support and developing a viable endowment. Minimum qualifications are a bachelor's degree, master's degree preferred, 2 to 3 years' experiences in institutional development and fund raising at a four year college. Must be capable to work with a small black church related institution. Must have record of initiating and managing various fund raising operations. Salary depends on qualification. Position available in September 1, 1992.

Selma University is a small HBCU, four year liberal arts college sup-ported by the Alabama State Missionary Baptist Convention, Inc. Send a letter of application with a vila, three reference in the areas of experience, and other documents before July 8, to: Dr. B. W. Dawson, President, Seima University, 1501 Lapsley Street, Seima, Al. 36701.

An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.



Director

Student Financial Assistance and Scholarships

The University of North Alabama is seeking an individual to further develop and provide leadership to its student financial assistance and scholarship office. The person will replace the former director who is retiring after more than 25 years with the University.

ONA is the oldest four-year public university in Abhama, lounded in 1830. Encollment is approximately 6,000. About 89% are undergraduates. Women represent 58% of the student body, 10% are infortities, and 193 of the undergraduates are part-time 686% of the graduate students. Eighty-four percent are in-state students. The University is located in Flarence, where the Tennessee River Valley provides a very heaufful setting for recreational and cultural activities.

QUALIFICATIONS: Applicants are expected to have a master's degree, at least live years of significant experience in student financial assistance, extensive knowledge in the field, evidence of leadership in the profession, a sensitivity to students' critical financial needs, and outstanding human relations and management skills.

RESPONSIBILITIES: The Director will manage an office staff of five full-time employees and additional student workers. She will report to the Dean of Enrollment Management, and will be responsible for managing rolated budgets, directing all matters associated with the Office of Student Financial Assistance and Schelauships, and conperating with the Registrar's Office and the Office of Admissions which, along with the office, comprise the enrollment services division.

APPLICATION: A letter of application, along with a resume and at least three references, should be sent to The Office of Human Resources and Allimative Action, UNA Box 5043, Florence, AL 35632-0001, pod-marked no later than July 15, 1992, Plany are to fill the vacancy as early at August 15, but no later than October 1, 1992, Salary and benefits are commodified and resummensmate with the rich resummending.

The University of North Alabama is an equal opportunity employer Women and minority candidates are encouraged to apply.

Reference Librarian

Barnard College, Columbia University seeks a Librarian to provide a full range of library services including reference desk, library instruction and collection development responsibilities. Your schedule will be Sunday-Thursday during the academic year, and Monday-Friday other times of the year.

We require an MLS, strong liberal arts background and knowledge of computers and CD-ROM technology. Academic background in English and American literature and/or women's studies preferred.

We offer a competitive salary and excellent benefits including 24 days vacation and tuition remission. Send your resume and 3 references to: Employment Supervisor, Barnard College, 3009 Broadway, New York, NY 10027, Equal Opportunity Employer.

DIRECTOR OF ENVIRONMENTAL SAFETY AND HEALTH

LSU Medical Center - New Orleans ANTICIPATED VACANCY

This is a position with significant managerial responsibility to coordinate and direct all facets of the safety programs of the LSU Medical Centur—New Orleans including occupational, life, radiation/nuclear, biohazards, hazardous waste disposal, environmental conditions, etc.

gineering, science, safety or health. Master's degree in an appropriate field, terminal degree also acceptable. Three years' general and three years' seneral and three years' selected with significant administrative/managerial experience, proferably in an Academic Health Sciences Center.

Submit applications with resume and three references by July 10, 1992 to: Vice Chancellor Institutional Services LSU Medical Center 433 Bulivar Street New Orleans, Louisiana 70112

LSU Medical Center is an EEO/AA Employer

ty of Steubenville, Steubenville, Ohio 43952; phone 614-281-6324.

43952; phone 514-281-6324.

Nutrition: Assistant Professor. 12 month teaching position with the Department of Chineal Distetics available July 1, 1992, the position: Registered Distetician. Maximum Professor. 1992.

ASSISTANT DEAN CUNY MEDICAL SCHOOL

RULLETIN BOARD: Positions available

The Assistant Dean for Administration/Planning and Special Projects is the senior administrative officer for the CUNY Medical School/Sophic Davis School of Biomedical Education, Under the supervision of the Dean, this individual manages business and administrative support services including: budget development and control; accounting and fixed reporting; personnel services; legal affairs; purchasing; facilities development; space and program planning; and institutional planning and evaluation. The Assistant Dean will supervise a staff of 8-10 individuals.

Responsibilities include: Assist the Dean with the planning/implementation of LCME accreditation strategies/activities With the Dean, plan administrative linkages with GME programs the Dean, plan administrative linkages with GME programsto support the undergraduate medical requirements in concert with affiliated hospitals. Manage personnel services to
include facilitating appropriate appointments; review/processing of HEO screening materials; salary/performance
evaluation administration; and coordination of affirmative action activities Develop implement and evaluate space/facility
plans to support the clinical, teaching, and faculty requirements of the School

The successful candidate must have an advanced degree (Masters or Doctorate) and prior senior level management ex-perience, preferably in higher education or medical educa-tion institutions. Knowledge and understanding of grants management also desired. Candidates must possess superior interpersonal communication skills (written and oral) as well as solid experience in staff supervision and development. Salary \$46,310-\$66,310, commensurate with qualifications and

sandy \$45,050-56,050 Colonia and three references by June 26, 1992 to: Dean Stanford A. Roman, Jr., M.D., CUN Medical School, Room J-909



CITY COLLEGE OF NEW YORK 198th Street and Convent Ave New York, New York 10081



DIRECTOR OF PROFESSIONAL DEVELOPMENT at ACTFL HEADQUARTERS

Applications are now being accepted for the position of Director of Professional Development, THE AMERICAN COUNCIL on the TEACH-ING OF FOREIGN LANGUAGES, INC. ACTFL is a national, non-profit service organization for languago professionals at all educational lov els, with a membership of 8,000.

The Director will manage all aspects of the Professional Development Program, including preparation of the schedule, coordination of consultants, production of brochure, organization of set and special-request workshops, supervision of online ACTFL ORAL PROFICENCY INTERVIEW Contification Program, and marketing of workshops. In addition, expertise will be utilized to explore new topics for funded projects and the design of new workshops. Travel is required.

Applicants must be language professionals familiar with the proficiency movement and have a minimum of three years' experience in a managerial capacity. Candidates should possess excellent oral and written communication skills and should have strong interpersonal and organizational abilities.

Review of applications will begin July 6, 1992. Send cover letter and resume to:

6 Executive Plaza Yonkers, New York 10701 ACTFL IS ON EQUAL OPPORTUNITY EMPLOYER.

DIRECTOR OF INTERNAL AUDIT

The University of Alabama at Birmingham

The University of Alabama System assks a director for The University of Alabama at Birmingham Office of Internal Audit. The University of Alabama at Birmingham is a major urban university with annual expenditures of \$800 million. Sponsored research expenditures exceed \$100 million.

The Oirector is responsible for designing and executing a comprehensive internal audit plan including the 850 bed University Hospital.

The successful candidate will have a graduate degree and an earned certification in a relevant field. Expensive in administration or auditing in a medical/research environment is highly desirable. The position is available immediately.

lease send nominations or applications to: Dr. Warren H. Spruil, General Auditor The University of Alabama System 528 Queen City Avenue Tuscaloosa, AL 35408

tar's degree in nutrition, dietetics or related area (or be able to complete Master's degree by January 1, 1993), 5 or more sears of recomprecitioner experience in clinical dietetics, college tageing experience in clinical dietetics, college tageing experience, and ADA member. Send cover letter highlighing professional qualifications, three letters of reference, transcripts of all sendence work, and curriculum wines (include there out a consideration of practitions of aperiment, teaching choprience, restairch, service settlytics, and educational preparations!

Search Reopened

DIRECTOR OF INSTITUTIONAL ADVANCEMENT

Salem-Teikyo University

Salem, West Virginia

Salem-Teikyo University, a non-profit educational institution with an inter-national student budy comprised of half American students and half lapanese and other foreign students, seeks a Director of Institutional Advancement.

The Director will conduct the University's fund-raising programs and coordinate the alumni and communications programs. Salem-Telkyo University's unique mission—preparing world clitzens to become the leaders of tomorrow with an international perspective—has brought considerable national media attention to the campus and a very healthy student enrollment. The University seeks an energetic, innovative individual with exceptional multivalional and interpersonal skills, ideal candidates will have 4-7 years' development experience in higher education. A bachelor's degree is required—CFRE is helpful. This position provides the oppurtunity for a current Assistant Director to become a Departmental Director.

Interested, qualified candidates should send résumé, 3 professional references, and salary requirements for consideration; interviews will begin July 15, 1992.

Stafey/Robeson/Ryan/St. Lawrence, Inc. Suite 315 1990 M Street, N.W. Washington, D.C. 20036

Director of Institutional Research Sacred Heart University

Established in 1963, Sacred Heart University is a co-educational institution of higher learning in the Catholic intellectural tradition. The University's primary objective is to prepare men and women to live in and make their contributions to the human community. With a student population of 4,600, the University offers 24 Bachelor's and tive Master's degrees. Entering the fourth year of an aggressive Strategic Plan, the University is adding scademic programs, on-campus residential housing, a state-of-the-ert computer center and network, and a new recreational complex.

recreational complex.

Sacred Heart University seeks an experienced professional to handle its statistical reporting needs to support the planning and management of the University. The Director will gether data, perform necessary statistical analysis and prepare reports to service both Internal and external constituents. A Mester's degree is required with a Doctorate in statistics or research preferred. Strong computer and report writing skills are a necessity as is at least three years of relevant research experience in higher education. Qualitied applicants may send a letter of application, two copies of a résumé and references by July 10, 1992, to:



Dr. Anthony J. Cernera President Sacrod Heart University 5151 Perk Avenue Fairlield, CT 08432

Second Heart University is an Equal Opportunity.

UCLA SCHOOL OF NURSING

Associate Dean for Administration

We are seeking a thoughtful, productive, collaborative manager to provide in effective financial and administrative services in support of the School's acad Reporting to the Dean, this position manages the School's fiscal affeirs, staff personnel affectation of space and equipment, and public relations and development coordination. allocation of space and equipment, and pulser realizons and development coordinated. Qualified applicants must have a Baccalaureate in Nursing, Master's and Doctorate in Nursing or related area. Detailed knowledge of nursing curricultum and cirrical practice. Senior level management septemos with demonstrated skill in financial planning and analysis, budgeting, cost control and institutional analysis. Demonstrated skill in stratagic planning and in managing complex human resources issues. General knowledge of manage-ment information systems, Demonstrated oral communication, writing, and interpersonal skills. Salary dependent upon qualifications. Excellent benefits package. Please send vita with cover letter indicating qualifications for the position to Dr. Ada M. Lindsey, Deen, UCLA School of Naming, 2:256 Louis Factor Budding, (Dept. C), 10833 La Conte Avenue, Los Angeles, CA 90024-1702. An Affirmative Action Employer.



A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

DEAN OF THE COLLEGE OF LETTERS AND SCIENCE

University of Wisconsin-Madison

The University of Wisconsin-Madison, one of the most distinguished educational and research institutions in the nation, invites applications and nominations of the position of Dean of the College of Letters and Science. The College of Letters and Science is the largest academic unit within the University. The College consists of 45 academic and interdisciplinary instructional and research centers. The College has approximately 900 faculty, 700 academic staff, 4,700 graduate students, and 17,400 undergraduate students. The total budget is \$150 million, of which \$117 million is for instruction and research. In 1991, the College received 464 federal awards toraling nearly \$48 million. The College has a long-standing corm of mitment to excellence. Thirty-one departments and programs within the College of Letters and Science are ranked in the top ten nationally, and five departments are ranked number one. Five Nobel Prizes have been awarded to College faculty and alumni, and 14 current faculty are members of the National Academy of Sciences.

The Dean of the College of Letters and Sciences serves as the chief aca-

the National Academy of Sciences.

The Dean of the College of Letters and Sciences serves as the chief academic and executive officer of the College with responsibility for staffing, budget, curriculum, student academic allairs, and space management. Primary qualifications for the position include a successful record of administrative management and leadership in higher education; academic accomplishments as a scholar and teacher that meet the standards for a tenured appointment at the rank of full professor in the University of Wisconsin-Madison faculty; a commitment to the diverse mission of a major public university, including undergraduate and graduate instruction, research, public service, and outreach; and the ability to related to external constituencies.

The position is available january 1, 1993. Applications and nominations should be received by September 30, 1992, to ensure consideration. Submit applications and nominations to:

Professor Peter D. Speat, Chair Search and Screen Committee Dean of the College of Letters of Science University of Wisconsin Madison 134 Bascom Hall, 500 Uncom Drive Madison, WI 53706 Telephone: (608) 262-9337

The University of Wisconsin-System is an Equal Opportunity, Affirmative Action Employer,

Director of Development

A professional development officer is sought for a key position in the University's 375-million-dollar campaign, Reporting to the University's Director of Development, this person will be responsible for Major Gift solicitation for the College of Engineering and Applied Science. Five years' experience. including some campaign experience, is sought. Some engineering or hard science background is a plus. Inquiries should be addressed to the Asalstant Personnel Director, University of Rochester, Box 636, Rochester, NY 14642.

Equal Opportunity Employer (M/F)



MANAGER FOUNDATION FUND RAISING

MPT

Demonstrate a solid national foundation fund-raising track record,
 Plan and execute sophisticated, results-getting atrategles,
 Write and present with the very best,
 Build interest into commitment,

then we want to talk with you about joining our national program marketing team. We are looking for someone with a proven track record in foundation fund raising. A bachelor's degree and four years fund-raising experience are required. a ary requirements) by July 10, 1992 to:

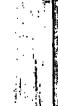
Maryland Public Television 11767 Owings Mills Bivd. Owings Mills, MD 21117

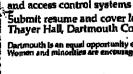
EOE/AA

structor of Pathology: In addition to teaching, the successful candidate will establish and supervise a disancatic molecular blology: laboratory. Applicants must have an id. D. degree and must be board eligible or certified by the American Board of Pathology. Qualified applications must have research experience with molecular biology according to the configuration of pathology assays and publications in peer-reviewed medical Journals. In addition, candidates must be eligible or hold a medi-

cal ilconse in the District of Columbia. Proof of legal right to work in the United States must be provided. Total hours per week: 40; work schedule: 8:00 am to 5:00 pm. Angual salary is 360,000. Applicants about forward two copies of their curriculum vitae, names of three references, a bat of publicarions, and a brief statement of research training and interests to: DOES, 500. C Street, NW. Room 225, Washington, DOES, 200. 20001; reference Job Order #1120.

500





Milwaukee Area Technical College

ASSOCIATE DEAN, **HEALTH OCCUPATIONS**

Milwaukae Area Technical College, the largest and most compre-hansive within the Wisconsin Technical College system, is extend-ing its search for an Associate Dean for Health Occupations.

MATC serves a district of 1.2 million residents through its downlown Milwaukee campus, three regional campuses and numerous satel ille programs throughout the district.

The Associate Dean will supervise full and part-time faculty and support personnelin Dental Hyglene, Dental Laboratory Technology, Occupational Therapy Assisting, Physical Therapist Assisting, Pharmacy Technology, and Respiratory Therapy. Duties include overall support, assistance, and coordination of daily operations of assigned areas throughout the district, and collaboration with the Dean to develop a curriculum to meet the needs and interests of building the product the content of the needs and interests of building the product the content of the needs and interests of building the product the content of the needs and interests of the product the content of the needs and interests of the needs students, business, industry and the community. The candidate selected will work with three other divisional associate deans to carry out the instructional mission of the division.

Candidates must hold professional certification, licensure, or regis-tration in one of the 14 altied health/dental care disciplines offered tration in one of the 14 allied health/dental care disciplines direred by the division. A minimum of a master's degree in either education, allied health, or dental care is required. The position requires three to five years of ralated teaching experience, and at least two years occupational experience in a related health/dental discipline. Experience in developing grant proposals is a definite plus.

Discover the eatisfaction in offering your talents to help advance a 75-year tradition of high-quality education. Enjoy at the same time an attractive salary (negotlable within a range of \$47,820 to \$62,160), accented by fully paid insurance, pension, vacation, holiday and

To apply, please call (414) 225-1800 for an application form and job description. Priority will be given to applications submitted by July 3, 1992. Review of applications will begin July 6th, and continue

MILWAUKEE AREA TECHNICAL COLLEGE 700 West State Stree Milwaukee, WI 53233

MATC is an Affirmative Action/Equal Opportunity Employer

Highland Community College DEAN OF BUSINESS SERVICES/ PERSONNEL AND EEO OFFICER

HIGHLAND COMMUNITY COLLEGE invites applications for the position of Dean of Business Services/Personnel and EEO Officer. GENERAL DESCRIPTION: Serves as chief administrative and fiscal officer and reports directly to the president. The position has overall responsibility for: accounting, personnel, contract negotiations, business services, investments, budgeting, contracts, computer services, physical plant and purchas-

ing.

MINIMUM QUALIFICATIONS: Advanced degree in business preferred; 3-5 years' relevant experience preferably in higher education. Supervisory experience; Accounting major undergraduate, CPA desirable; progressively responsible experience leading toward in depth understanding of the controller, budgeting, personnel and computing functions preferred. Ability to interact collegially with all internal and external constituencies of the college. Interested applicants should submit letter of application, résumé, copy

Personnel Office Highland Community College 2998 Pearl Cily Road Freeport, IL 61032 AN AA/FOE

Philosophys Department of Philosophy, University of Illinois at Urbana-Champaign. Resultin tenure track full-time appointment, beginning August 1992 or subsequently, Rank: Assistant Professor. Area of Specialization: philosophy of mind or other area related to CSAI (Cognitive Science). Candidates must have a strong research and teaching intensit in CSAI. Degree: Ph.D. is necessary for appointment as Assistant Professor. Salary: competitive. Teathing: semester system. Normal load: avo connece per congetter, All tovols, introductory to graduson, same, constant load; two conness per somester, All lovels, introductory to graduate. Specific contracts come related to CS/Al, others to be determined. Other duties: usual departmental committee work. Thesis and independent study supervision. Involvement capected in the UIUC's interdisciplinary CS/Al program. Application: candidates should submit a letter of application describing that CS/Al interest, a Wila, and the names and addresses of al least three references. Applications will be received and considered until the position is filled. The University of Illinois is an Affirmative Action, Equal Opportunity Employer. Application materials should be sent to: Professor T. O. McCarrby, Chair. Department of Philosophy, 105 Greecy Hall, University of Illinois, 810 South Wright Street, Urbana, Illinois 61801; telephone: 2177333-2869.

Philosophy: The University of Toledo. One year leave replacement only. Seven to nine theorems distributed over three quarters. Introductory to Master's levels. Area of specific control of the control o

ferred. Arm of competence: Ancient Philosophy. The successful applicant will promise excellence to teaching the Introductory survey course in ancient western philosophy and a specialized course in ancient philosophy for advanced undergraduate majors and matters students. As well, the successful applicant will be this to teach large (100-plus students) accions of elementary logic with products student assistance. Possible apportunity to teach an boopps latmantiles course on the ancient world. Salary competitive for the sastiant professorial rank. Ph.D. problemed. professorial rank. Ph.D. professorial rank. Ph.D. professorial rank. Ph.D. profestred. Dead-los July 8, 1992, for receipt of complete applications. Mail applications, including writing surriple and course evaluations, to Charles V. Bistz, Chalpman, Department of Philosophy, The University of Toledo, Toledo, Ohio 43606. EEO/AA Employer.

Physical Education: Two full-time, ninormouth, probatinary, tenure track positions beginning September 9, 1992, in the Physical Education Department at Mankato State University. Salary commensurate with qualifications. Position 1: Doctorate with emphasis in statulates and research dealing with background in biomechanics, measurement and evaluation, motor learning, and/or biostalistics. Position 2: Doctorate in exercise physiology or optionation of proposition. Both positions also require teaching in other areas of ability/needs within the department. The Physical Education Department is one of six departments in the Colica of Health and Ruman Performance.

INDIANA WESLEYAN UNIVERSITY

formerly Marion College

Indiana Wesleyan University, an evangelical Christian university sponsored by the Wesleyan Church, is seeking applications/nominations for administrative positions within its Leadership Education for Adult Professionals Program. Immediate opening for twelve-month administrative positions to provide leadership within dynamic adult degree completion and graduate program of over 2,100 students. Candidates must possess demonstrated leadership skills related to duties and responsibilities of position. Demonstrated ability to lead, offer vision, and successfully manage professionals in an administrative service.

A doctorate in Business, Administration, Adult Education or related discipline is preferred. The Associate Dean reports to the Vice President for Adult and Professional Studies. A combination of academic and curporate experience is desirable but not required.

Associate Dean for **Business and Management Programs**

Shall be responsible for the academic administration of the Business and Management division of the Leadership Education Program including 1,500 associate, bachelor's and graduate students. Includes supervision of professional staff in areas of faculty and curriculum development. Ability to evaluate and develop quality academic programs essential. Experience in innovative program design desired.

Associate Dean for Program Development and Evaluation

Responsible for the administration of general education and elective studies program offered throughout the state. Duties include the development and supervision of innovative certificate programs for business and industry. Shall coordinate the planning and implementation of new programs and services. Proven leadership skills required.

Send letter of application, résumé and references to:

Vice President for Adult and Professional Studies Indiana Wesleyan University Leadership Education Center 4406 South Harmon Street Marion, Indiana 46953

Screening of applicants will begin on July 1 and will continue until an appointment is made.

AA/EOE

DEAN POSITIONS

Black Hawk Community College, Moline, Illinois, seeking applicants for: Dean of Student Services: To perform total planning, coordination and implementation of all Student Services' programs at the College. Master's degree required; doctorate preferred. Educational background including graduate level study affording a thorough understanding of, and commilment to, the mission and function. Five years' higher education experience as student services administrator required; community college experience preferred.

lege experience preferred.

Dean of Science, Math and Technology: To assist the VP for Instruction in creating & maintaining a positive learning environment, including budgeting, curriculum and staff development, implementation and planning, grant writing and community relations with business and industry. Master's degree required; doctorate preferred. Demonstrated educational background demonstrating an understanding and commitment to a comprehensive community college. Ten years' progressively responsible work experience in educational administration; or, equivalent combination of training and experience required. Experience in the mathagetools packground demonstrating an unactive page of the properties of the page of the page

Screening begins July 10, 1992. Submit letter of application and résumé to Human Resources, 6600 34th Avenue, Moline, filinois 61265. We are an equal opportunity employer. M/F/V/H.

When you need to fill a job fast

There's nothing in all of Academe to compare with The Chronicle's "Bulletin Board" pages:

- *Get your ad to us by 2 p.m. Monday, eastern time, just 31/2 days later it will be printed and on its way to our 418,000-plus readers.
- * We'll gladly set the type for you, without charge—in either agate or an attention-commanding "display" format. If you prefer, we'll use your camera-ready copy.
- * Your ad will be properly positioned or indexed-convenient for our readers and effective for you,
- * You'll find no premium "late charge", fast service is the norm at The Chronicle, and you pay nothing extra for it.
- * Write, phone, cable, telex, or fax: It's easy to reach The Chronicle, and we'll be delighted to serve you,

For more information. please call (202) 466-1055

DEAN OF INSTRUCTIONAL AFFAIRS

lvy Tech, Indiana's Technical College, invites applications and nomina-tions for the position of Dean of Instructional Atlairs for the Northwest

The College is seeking a creative educator that is student centered to provide academic leadership and vision. The Dean of Instructional Alairs reports to the Vice President/Chancellor, and is responsible for implementing all academic policies and procedures, monitoring all courses and special programs which carry credit, evaluating current courses and programs, developing new curriculum initiatives and establishing graduation and credit requirements.

Minimum Qualifications:
The ideal cambidate must hold a Master's degree plus a minimum of 30 additional hours in a related field. Doctoral degree preferred, and must

- meet the following criteria: Must have experience in teaching, administration, business and industry training, curricular design and program development, financial management, employee development, strategic planning and marketing. Must have a record of career movement demonstrating
- increasing responsibility.

 Must have a demonstrated commitment to the infision of a community based vocational and technical college, and the ability to communicate effectively with faculty, staff, students, parents, and other constituencies. A proven record of significant community visibility and involvement will be a primary consideration.
- Must have a commitment to, and proven experience in, assessment, program review and planning, and instructional effectiveness.
- Applicants must have extensive experience and knowledge of student services functions and issues, thorough understanding of enrollment management strategies relating to the recruitment and retention of students, and respect for ethnic, cultural, and social diversities.

Salary and Benefits: The salary will be competitive and commensurate with qualifications and experience. The College offers excellent fringe benefits, including TIAN CREF retirement.

Application: Send all applications and nonmations to

Search Committee for the Dean of Instructional Affairs Attn: Governdolyn Flicks Worlds, Director of Employee Relations Indiana Vocational Technical College 1440 Fast 35th Acenne Gary, IN 46409

Indiana Vocational Technical College is an Equal Employment Opportunity, Afternative Action State College

UNIVERSITY OF MARYLAND AT BALTIMORE SCHOOL OF MEDICINE

Associate Dean for Scientific Affairs

The Associate Dean for Scientific Affairs reports dues dy to the Dean, School of Medicine, and is responsible for the Medical School's research and graduate student programs. In cooperation with the Campos Office of Graduate Studies and Research, the Associate Dean plans and coordinates institutional research resources; promotes interded Quinary research and graduate student activities; and interfaces with external sponsors and regulatory agencies. The successful condidate shall have carried a Doctorate in the boundful

- a minimum of five years' administrative experience in research and gadeate studies, preferably in a medical velocification.
 an established track recent as a principal investigator, with considering reviewed funding thorough the fast five years
 experience in developing interprofessional programs
- Salary is commensurate with the hackground and experience of the individual selected. Excellent benefits put large.

Position Available: August 1, 1992. To apply, send letter of application and curriculum vitae to.

Ms. Jeanette Kacamarek Assistant to the Dean University of Maryland School of Medicine 655 West Baltimore Street Baltimore, MD 21201

For consideration, applications must be received by July 2, at which time the screening process will begin. The University of Maryland at Baltimore is an Affirmative Action, Equal Opportunity Employer.

The university is located in Mankato, Minnescota, 80 miles southwest of Minneapolis' St. Paul. By June 30, send vita, three recommendations and official transcripts to: Fosition 1: Dr. Harry Krampf. Position 2: Dr. Kent Kalm, Box 28, Mankato State University, Mankato, Minnescota 56002-8400.

restants in Physical Education. Sensor Instructor or Assistant Professor degree in Physical Education and strong sport skills required. Public school experience and ability to teach basic Physical Education admitted admitted to teach basic Physical Education lecture classes and first and labs desirable. Salary \$25,000/academic year. Send letter of application, virse, and three reference contacts to: Dr. Carl Lathen, HPERD, University of Idaho, Mostow, Idaho 83843; (208):885-7931. Selection process begins on July 6, 1992.

Physical Education: Tenure-track position available Aurust, 1992. Doctorate required, Strong scientific background, especially in exercise physiology, is needed. Must be able to coach women's baskethell. Submit vita, Braduate transcripts and the fames of three references to: Dr. Rebocca Watson, Vice President for Academic Affairs, Virginia Interpont Collems, Bristol, Virginia 24201, Review of applications will begin July 1, 1992. VI is an equal opportunity employer.

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of reference. Sereeding a sarts Joly 10, 1972. Apply to Dr. Russ Further, Mouthand Sule University, Moorhead, Minnesota Side, 218-236-2321. MSU is an AA/EU employ-ce.

Physical Science: Central Community College in Columbia, Nebratia, has a full-use popular for a Physical Science Instrucers the Platte Campus. Individual must have a the Platte Campus. Individual must have the season of teaching and/or related captures of teaching and/or related captures. Demonstrated teaching excellent preferred Knowledge of computer systemations and post-secondary teaching captures as desirable. Individual will underly a second and Organic Chemistry. Physical Science: a lastructional chaptures of the physical science: a lastructional chaptures, and tadividualized instructions in model in the physical captures of application. current related, credenish, and/or academic transcrayts to: Community College, Douglas I. Met. (1903). Orang Palest, Douglas I. Met. (2003). Orang Palest, P. O. Berton, and Policy Society and Palesta, P. O. Berton, and Policy Society. And Equal Opportunity Affirmative Action Employer.

DEAN

College of Agriculture and Natural Resources The University of Connecticut

The University of Connecticut invites applications and nomina-tions for the position of Dean of the College of Agriculture and Natural Resources. The University of Connecticut is a land-grant institution located in rural eastern Connecticut with an under-graduate enrollment of 16,000 and a graduate enrollment of 6,000. granuare enrollment of 10,000 and a graduate enrollment of 6,000. The College is composed of 6 academic departments: Agricultural and Resource Economics. Animal Science, Natural Resources Management and Engineering, Nutritional Sciences, Pathobiology, and Plant Science.

The Dean reports directly to the Proyost and Vice President for The Dean reports directly to the Provost and Vice President for Academic Affairs and has overall responsibility for personnel, programs, and budgets for the college and the two-year Ractilife Hicks School of Agriculture. The Dean also serves as the Director of the Storrs Agriculture Experiment Station and the Director of the Cooperative Extension System. The College of Agriculture and Natural Resources has approximately 350 professional staff and a budget of about \$20 million.

The successful applicant must have a vision and capability to adthe succession applicant must have a vision and capability to ad-dress the challenges facing the food, agricultural and natural re-sources systems in a rapidly urbanizing state. Applicants should have the scholarly and leaching credentials appropriate for full appointment in an academic department within the college at the rank of full professor.

The review of applicants will begin immediately and the search will remain open until a candidate is selected. Nominations or letters of application, accompanied by a curriculum vita and the names, addresses, and phone numbers of five references should be submitted to: Dean Search - College of Agriculture and Natural Resources, Office of the Provost and Vice President, The University of Connecticut, U-86, Storrs, CT 06269. (Search #2A78)

At the University of Connecticut, our communical to excellence is complemented by our commitment to hadding a culturally diverse stall. We actively our corage women, people with disabilities and members of minority groups to apply





DEAN OF ADMISSIONS AND FINANCIAL AID

Agnes Scott College Decatur, GA 30030

Agnes Scott College is a selective liberal arts college for women lecated in the metropolitan Atlanta area. The College maintains a relationship with the Presbyterian Church (U.S.A.) and draws students and faculty from a

me Presbyterian Church (U.S.A.) and draws students and faculty from a wide range of backgrounds. Its endowment places the College within the top 10 in per student support.

The Dean of Admissions and Financial Aid reports to the President and is responsible for the following:

Development and implementation of short and long-range recultiment goals consistent with the College's strategic planning efforts.

Supervision of all recruitment, financial aid and scholarship programs through the Directors of Recruitment and Financial Aid who report to the Dean.

Coordination of the admissions and financial aid functions with all of the College's constituents. Qualifications for the position:

Graduate degree in suitable field preferred. Considerable admissions experience, preferably in a liberal atts college with sufficient knowledge of financial aid and scholarship issues to supervise this area as well.

Excellent skills in writing, speaking, budget and management Travel is required.

Send nominations or resumes with names of 3 references by July 20 to: Agnes Scott College Decatur, GA 30030

Position to be filled as soon as possible. Agnes Scott College is an Equal Opportunity Employer.

President: Cossatot Technical College, De Queen, Arianasa. Apolications are invited for the Potition of President, Chief Executive Officer of the College, directly responsible to the Board of Trustees. De Queen, Arianasa and Cossatot Technical College and located in Southwest Arkanasa at the miles north of Texarkana, Arkanasa at the miles north of Texarkana, Arkanasa at the College is 125 vocational-technical and College in the arcanasa at the college is 125 vocational-technical and College in the arcanasa at the College is 125 vocational-technical and College in the arcanasa at the College is 125 vocational-technical and College in 125 vocational-technical and College in 125 vocational-technical and College in 125 vocational-technical and College and effordable educational opposition of the College is 125 vocational-technical and College and effordable educational oppositional control of the College is 125 vocational-technical and College and effordable educational oppositional control of the College is 125 vocational-technical and College and effordable educational oppositional control of the College is 125 vocational-technical and College and effordable educational oppositional control of the College is 125 vocational-technical and College and effordable educational oppositional control of the College is 125 vocational-technical and College is 125 vocational-technical and College is 125 vocational-technical and College in 125 vocational control of the College is 125 vocational control

DEAN OF THE CAMERON SCHOOL OF BUSINESS



University of North Carolina at Wilmington

UNCW invites applications and nominations for an individual with high energy, vision, and creative kndership abilities for dean of the Cameron School of Business Administration. This position is effective July 1, 1993. School of Business Administration. This position is effective July 1, 1993. QUALIFICATIONS: The candidate will have a distinguished record of performance in leaching, research, and services, an earned doctorate in business or economics, and qualify for the rank of full professor with tenure in one of the school's acadentic departments. Candidates with business experience will be valued. Fund-raising ability is crucial. An appreciation for the various business disciplines, an international perspective, and a commitment to liberal arts education are highly desirable. spective, and a commitment to liberal arts education are highly desirable. THE UNIVERSITY: The University of North Carolina at Wilmington boasts a beautiful 661 acre wooded campus with 8000 students. UNCW is one of the fastest growing universities in the University of North Carolina system. The university offers 45 undergraduate majors, 13 master's majors, and a joint-sponsored doctoral program in Marine Science. The Cameron School of Bustruss Administration includes the departments of accountancy & business law, economics & finance, management & marketing and production & decision sciences. Fifty-five faculty members serve 1600 business majors and MBA students. Housed in Cameron Hall, the school has a 60,000 square foot, technologically up-to-date facility. The Wilmington area comprises approximately 120,000 people and leatures a thriving port, business community, and tourism industry. Bounded by the Atlantic Cocan and the Cape Fear River, Wilmington offers the best in coastal living.

best in coastal fiving.

APPLICATION PROCEDURE: The search committee will review applications starting August 14. Applications should include a letter discussing experiences and accomplishments relevant to this position, a current vitae and letters from at least three references. Phone inquiries should be directed to Steve Harper (919) 395-3517. Applications and nominations should be sent to: Dr. Steve Harper, Chair-Business Dean Search Committee, Cameron School of Business Administration, UNC-Wilmington, 601 S. College Road, Wilmington, NC 28403. UNCW is an EEO/AA employer.

Cape Fear Community College **DEAN OF STUDENT SERVICES**

Cape Fear Community College is seeking applications for the position of Dean of Student Services. The Dean of Student Services is a senior level position and is responsible for the following areas: admissions, registration, countseling, testing, placement, recruitment, onentation, linancial aid, and student activities. The Dean is also responsible for planning, reporting, and budgeting for those functions related to Student Services.

Chalifications: a master's degree (preferably in student services) with five years of progressively responsible experience in the administration of student services in a college or university setting is required. Destrable credentials include: teaching or counseling experience in a college setting, graduate work beyond the master's degree, and experience in a community college setting. Salary and benefits are competitive. Salary range \$45,000-553,000. Applica-tion deadline: July 24 or until position is filled. Starting time: September 8, 1992 or as soon thereafter as possible.

To apply, call [919] 343-0481 or write for a CFCC application. To assure tonsideration, submit the completed application form, graduate transcripts, and three current letters of reference to: Personnel Director, Cape Fear Community College, 411 N. Front St., Wilmington, NC 28401.

Cape Fear Community College is located in coastal Wilmington, North Carolina on the beautiful Cape Fear River. An AA/EO Employer.

molding of this invitation. The success of a Technical College is largely dependent upon the commitment, experience, and ability of the Chief Executive Officer in operating a comprehensive institution which is responsive to the needs of the service carea. The local Board seeks a person with the following minimum qualifications: 1) the following minimum qualifications: 1) demonstrated understanding of and commitment to the role and scope of a comprehensive two-year college, 2) an earned doctorate from a recognized and secredized understated understanding of five years of cantral administrative experience in a two-year college, or a guidmum of five years of cantral administrative experience in a two-year college, or a guidmum of five years of administrative experience in a post-secondary institution: 3) a minimum of three years of administrative experience in a post-secondary institution at the level of department head or above; 4) demonstrated record of commitment to equal opportunity and affirmative action; 5) demonstrated record of commitment to equal opportunity and affirmative action; 5) demonstrated second of contralities; 6) atrong leadership qualifies and ability to make solid decisions, furthering a common sense of

purpose throughout the College; 7) skills in fiscal management, budgeting, and facilities development, and osperience in sandoistrative management, with the skillty to work with a policy-making Board; 8) demonstrated ability to change and meet new markets and technologies; 9) ability to communicate effectively with diverse accupy within and without the College community: 10) experience with a comprehensive Community Technical College; and 11) willingness to live in a typical small-lown, aouthern, rural environment y without the College and the second college community with the second college college. ness to live in a typical small-lown, aouth-era, rural environment in a consumity with less than 5,000 population (the entire State of Arkansa has a population of 2.3 million people, the largest area being rural). Send a teller of application status how the appli-cant meets the requirements, a current re-sume, and three letters of reference to Walter H. Leeper, Chairman: Cossation Technical College Board of Trustees: 108 Westwood Drive; De Queen. Arkansa: 71832. The Search Committee will begin re-viewing applications on July 13, 1992, No candidate can be guaranteed full consider-stion if materials are received after that



 ${f L}$ he most extensive listing anywhere of jobs available in higher education ---

every week in The Chronicle.

DEAN OF ACADEMIC AFFAIRS

DaVry Institute of Technology is accredited by the North Central Association and TAC/ABET. As part of an eleven institute system, with an overall enrollment of 25,000 students throughout North America. DeVry/Los Angeles provides high-quality, carear-oriented higher education programs in business and technology to a diverse student population. The institute offers bachelor's degrees in Electronica Engineering Technology, Computer Information Systems, Business Operations, Telecommunications and Accounting, and has an enrollment of 2,000 students.

The Dean of Academic Affairs serves as the Chief Academic Officer of the Institute and reports directly to the President as a member of the executive team:

Represents the academic perspective in all Local and National policy and procedure deliberations.
 Implements high-quality applications-oriented curriculum and instructional delivery systems.
 Prepares and monitors academic budgets and allocation of institutional resources.
 Administers academic personnel procedures, including EEO, ADA, retention and promotion programs, in conjunction with Human Resources.
 Motivates and develops academic administration faculty.

Motivates and develops academic administration faculty,

and staff.
Manages academic facilities and support programs such as Library and Academic Support Center, tutoring, laboratories, and other educational services.
Maintains appropriate academic records and prepares reports to external and internal review agencies.

The successful candidate will have:

an advanced degree in education (Ph.D. preferred)
 teaching experience at the post-secondary level with major emphasis on instructional methodology and/or educational leadership
 significant academic/seadership expertise with an ability to apply sound business practices in an educational setting etdentifiable commitment to participative leadership through highly visible interaction with students, faculty, and administration

tration

progressive experience in a large urban setting with a culturally diverse student population

demonstrated ability to initiate clear action-priented goals and objectives, organize necessary resources, develop, implement and monitor financial plans, and maintain effective working relationships with diverse groups of individuals

commitment to applied leadership, personal empowerment, and teamwork

Please mail letters of application, including current resume

Human Resources Department DeVry Institute of Technology 12801 Crossroads Parkway South City of Industry, CA 91746

DeVry Institute of Technology

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY GREENSBORO

School of Education

Applications are invited for the following tenure track positions:

Associate Dean (12 months) Works as generalist for the Toacher Education Program. Develops grant pro-posals; teaches and conducts research. Coordinates the advisement program and special projects involving local schools and the University. Doctorate, public school and higher education experience; and publication and grants-manship record are required. Salary and rank will be commensurate with qualifications. Closing date for application is July 10, 1992. Beginning date is August 14, 1992.

Chairperson, Department of Curriculum and Instruction (12 months)

Provides leadership and coordinates the undergraduate and Master's degree' programs in elementary education and the prolessional studies components; coordinates the Master's degree program in reading and media; and teaches in a program offered by the Department. Must have the doctorate, public school and higher education experience, and documentation of publications and grantsmanship. Rank and salary are dependent upon qualifications. Closing date for application is July 10, 1992. Starting date is August 14, 1992.

For each position, applicants must submit: letter of application vitaofficial transcript three letters of reference from persons who know the applicant profes-sionally

Address all applications to: Ms. Gloria Cain, Administrative Secretary Dean's Office, School of Education North Carolina A&T State University Greensboro, NC 27411

date. It is expected that the new President will be selected and in place no later than November 2, 1992. Componsation is competitive with other Technical and Community Colleges of comparable size in the region. Costatot Technical College is an Equal Opportunity Employer.

Psychology: Jacksonville State University is accepting applications for a one-year visiting faculty position in the Department of Psychology at the level of instructor or assistant profusor. Requirements (aclude a Matter's or higher degree in psychology, codlege teaching exparience in introductory psychology, and behavioral statistics. The heatity search will continue until position is filled. Please send letter of application, resume, names, addresses and telephone numbers of 3 references to: Personnel Services, Jacksonville State University, Jacksonville State University, Jacksonville State University, Jacksonville State Residence (Employer.

graduate teaching responsibilities in developmental and experimental areas as well as opportunities to teach in evening agracy, and school graduate counseling programs. Terminal degree from APA or CACREP programs preferred. The college, which values quality leaching and interaction with students and colleagues, is located in beautiful, rural wetern North Carollina with access to both a major metropolites area and colouration. As a college supported by the Baptist State Convention of North Carollina, Gardner-Webb employs persons who participate in and wholespaticity support a Christian value system. Send all colleging transcripts, a resume and I letters of recommendation to Dr. Oilmer Blackburn, Associate Vice President for Academic Affairs, Organer-Webb College, Boiling Springs, North Carollina 28017; (704) 434.



RIHLETIN BOARD: Positions available

VICE CHANCELLOR

(Chief Administrative Officer)

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

SANTA ANA CAMPUS

The Vice Chancellor will be responsible for District policies and

procedures as they apply to the operation of the Santa Ana Campus.

Student population on the campus is 27% Hispanic, 21% Asian, 4%

Black, 1% Native American, 44% White and 3% other. The Vice

Chancellor will be an advocate for campus programs and will be

Annual Salary: \$94,767.

or Phone (714) 564-6485

or as soon as possible.

Seeking Staff Diversity

An Affirmative Action and Equal Opportunity Employer

VICE CHANCELLOR FOR

ACADEMIC AFFAIRS

University of Hawaii at Hilo

The University of Hawall at Hillo (UHH), on the Island of Hawall, consists of the Colleges of Arts and Sciences, Agriculture, Continuing Education and Community Services, and the Office of Student Services, Approximately 2,800 students of diverse cultural and educational backgrounds are enrolled. The Vice Chancellor for Academic Affairs is part of the Senior Vice President and Chancellor's Office and provides the executive leadership in assisting and advising the Senior-Vice President and Chancellor in the overall planning, organizing, and management of academic programs. The Vice Chancellor for Academic Affairs: is responsible for developing and planning institutional and academic programs, academic budgeling and resource allocation; supervises faculty and staff development programs, and federal grant program administration; monitors academic personnel actions and bransactions; and participates in academic personnel policy development and negotiation, in addition to working with collegiate units at Utili and the University System, he/she maintains liaison with external groups and agencies (e.g. Congress, State Legislature, Department of Education) on academic programs.

MINIMUM QUALIFICATIONS: Earned doctorate or appropriate terminal degree from an accredited institution in a discipline appropriate to a liberal arts college with selected professional programs; experience and qualifications consonant with appointment to senior faculty rank; minimum of five years' experience in collegiste program administration: excellent oral and written communication skills; experience with and commitment to the mission of a liberal arts college with professional programs in a multicultural setting.

MINIMUM MONTHLY SELECT.

APPLICATIONS: Submit letter of application describing how each of the minimum qualifications are met, current resume, and the names, addresses and telephone numbers of at least three (3) professional references to: Audrey S. Furukawa, Assistant to the Chancellor. University of tiawail at 1110, 11196720-4091.

APPLICATION DEADLINE: Postmarked no later than June 30, 1992.

an equal employment opportunity, appendative action employer.

MINIMUM MONTHLY SALARY: \$5, 163

(608) 933-339(

Contact: Personnel Services

Rancho Santiago Community College District 1530 W. 17th Street, Santa Ana, CA 92706

Applications will be accepted until position

is filled. Screening of applications will begin

July 27, 1992. Starting Date: Sept. 1, 1992

responsible to build bridges to the local urban community.

NTIAG



VICE PRESIDENT FOR ENROLLMENT MANAGEMENT & DEAN OF ADMISSION

The Position

The Vice President for Enrollment Management and Dean of Admission is an executive level position reporting directly to the President. This person is responsible for admission, financial aid, and retention. Bethany College offers a highly competitive salary and benefit package.

Preferred Qualifications

Bethany seeks candidates who have skills in organization and implementation, data analysis, budget management, and a thorough knowledge of admission and student financial aid policies and regulations. Strong communication and interpersonal skills, as well as the ability to operate within a team-oriented environment, an assential. Proven success in a liberal arts institution is

Bethany College

Bethany, a private, selective, four-year, residential liberal arts college, is located in the northern panhandle of West Virginia, less than an hour from Pittsburgh, Pa. Founded in 1840, Bethany is the Mountain State's oldest degreegranting institution of higher learning. Bethany College is a Carnegie Foundation Liberal Arts I institution. Bethany's student body is comprised of students from over 30 states and 17 foreign countries. Located in a designated historic district, Bethany College has five National Register buildings on College property.

Application Procedure

A letter of application, or nomination, should be sent to: President's Office, Bethany College, Bethany, WV 26032. The processing of applications will begin in mid-June.

Bethany College is an equal opportunity employer.

Bethany College

Established 1840 · Bethany, West Virginia



Sentor Associate Dean for Clinical Programs

The Medical College of Wisconsin invites applications and nominations for the position of Senior Associate Dean for Clinical Programs. The Senior Associate Dean for Clinical Programs reports directly to the Dean and is responsible for the overall integration of clinical programs emong the College's seventeen clinical departments, as well as for the management of its outpatient clinical facilities, petient billing office, clinical marketing and managed care programs. Applicants for this position should possess an M.D. degree. Qualifications for this position include excellent administrative and negotiating skills and prior experience in an academic health care strutromment.

The Medical College of Wisconsin is located on the 240 are compared the

The Medical College of Wisconsin is located on the 240-acre campus of the Milwaukes Regional Medical Center, The College is a private, free-standing medical school with a public mission: excellence in education, research, patent care and community service.

Applications and nominations, which will be considered in confidence, should

Roberta L. Maler, Director, Faculty Affaire Medical College of Wisconsin 8701, Watertown Plank Road Milwaukee, Wisconstn 53226

The Medical College of Wisconsin is an Equal Opportunity, Affirmative Action Employer, MF/D. Women and minority candidates are encouraged to apply.

has an APA-accredited internship. Duties involve carter, academic, personal/social counseling, group, marriage and family, consultation, outreach, aupervision of graduate intern/practices. Prefer applicants from APA-accredited mainles programs and APA internalists. Send loquiry, vita and references to: Rolf Gordhamer, Ph.D. Director, Counseling Center, Box 45008, Labbook, Texas 79409-5008, An Equal Opportunity, Affirmative Action Institution.

Psychology / Counseling: Counseling/Clinical Psychology. 12 months, salary conselling Counseling. 12 months, salary conselling Counseling. Direct clinical services for personal and psychological conselling Center, Lubbock, Texas. The Center cerus. Psychological education.



Search Extended

PROVOST

Incoming President Leslie H. Cochran has extended the national search process for nominations and applications for the position of Provost at Youngstown State University. YSU has seven schools/colleges: College of Applied Science and Technology, College of Arts and Sciences, Williams School of Business Administration, School of Education, William Rayen School of Engineering, College of Fine and Performing Arts, and the Graduate School; and enrolls approximately 15,000 students.

The Provost is the principal academic officer, reports to the President, and is responsible for supervision of all instructional activities and faculty matters in conformity with the policies of the Board of Trustees and the directions of the President. He'she will be responsible for leadership in maintenance of academic standards, academic and institutional planning, budget development and coordination of instructional, scholarship, and research activities. The successful candidate will demonstrate collegial leadership qualities to work effectively within a decentralized mode of administration.

Minimum Qualifications: An earned doctorate, with a distinguished record of teaching and scholarship; extensive academic administrative experience commensurate with an appointment as senior academic officer; experiences in securing new undergraduate and graduate degree programs; an understanding and sensitivity to the unique role and mission of a metropolitan university; familiarity with professional accreditation procedures and guidelines; and demonstrated commitment to equal opportunity and afilmative

Salary is Competitive and will depend upon the qualifications of the successful candidate.

Date Available: January, 1993. To be assured full consideration, send nominations and/or letters of interest along with curriculum vitae, official transcript, and names and addresses of at least three references by July 15, 1992.

Executive Director of Personnel Services
Youngstown State University
Tod Hall 223 Youngstown, OH 44555

Youngstown State University is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply. (Applications for employment and all supporting material are subject to disclosure under Section 149.43(B) of the Ohio Revised Code.)

Dean of Continuing Education

The Dean of Continuing Education reports directly to the Vice President for instruction and has primary responsibility for leadership in providing credit and non-credit continuing education programs at GRCC.

Qualifications include the following:

- Master's degree required.
 Master's degree required.
 Three years of successful administrative experience in higher education, preferably in continuing education. Teaching experience is destrable.
 Demonstrated capacity to provide dynamic, creative and effective leadership in continuing education, community education programs, and/or programs meeting the needs of adult learners.
 Ability to work cooperatively with various constituencies, including faculty, support staff, college administrators, outside agencies and business and professional leaders.
 Demonstrated experience in planning, budgeting, staffing, and supervi-
- rated experience in planning, budgeting, staffing, and supervi-
- son.

 Beginning with Basic Skills programs (Adult Gasic Ed., English as a Second Language, GED) preferred.

 Understanding and agreement with the Washington community college mission and philosophy.

Green River Community College is located in Aubum, Washington, about 30 minutes from both Seattle and Tacoma. The College is known for its commitment to students and its beautiful natural setting. The salary is \$56,854 with excellent benefits.

Applications are due by 4:00 p.m. Monday, July 6. Employment begins August 15 or sooner. For required application contract:



An Affirmative Action, Equal Opportunity Employer

doctorate and/or Missouri license sligible very desirable. Salary apositible. Full-time, 10-month appropriated (August-May). Begin August, 1992. Selection will star July 20. Send via, renscript, addresses/phone numbers for 3 recommendations, and statement of how candidate might approach these responsibilities to: Robert H. Basion, Directory, Box 1033, Washington University, One Brookings Drive, St. Louts, Missouri 63130-4899. We support affirmative action and equal employment opportunity, Minorities and women are encouraged to apply.

Public Relations: Copywriter. Bachelor's degree in journalism, marketing, public relations, communications, or related area and professional copywriting experience in the areas of news releases, brochures, video scripting, and speeches. Oraphics background and media relations experience is referred. Salary Ranger \$23,000-328,000. Resumes anual be received by July 2, 1992 as Broward Community College, Human Resources Departungin, 225 Rast Las Olas Boulevard, Pt. Lauderdale, Florida 33301. Equal Access, Equal Opportunity institution.

ing. Training and supervision. We seek an extraverted, responsible, creative person with ability to interpret and enhance the personal development of students. Master's degree required. Relevant experience, doctorate and/or Missouri license eligible and 530's. Submit sample of newswriting and media placements with resume to Personnal Director, Muhlenberg College, Allendown, Pennsylvania 18104, by June 25. EOE.

25. EOE.

Recreation: HPER/Athletics. Assistant Professor. Fostburg State University. School of Education, Department of Health, Physical Education, Recreation/Athletics. Tenure track position benjaming August 1992, subject to funding and position availability. Required; Doctorate in recreation/einure studies of physical education; college-university teaching of recreation and leisure skills at undergranduste and graduate levels; demonstrated skills in program development and supervision or administration; background in community or outdoor recreation and adventure sports. Successful experience in grant writing destrable. Duries include directing the undergraduate major programs in Community/Outdoor Recreation and Adventure Sports, teaching professional course and working toward the establishment of an M.S. degree program in Recreation Management. Competitive galary plus University of Maryland System benefits package. Persons wishing additional position information may content Dr. Harold J. Cordis, Department Chair (301-639-4461). Por assistance with the amployment process contact Ms. Ro-

berta L. Chamberlin, Associate Directur of Human Resources 1301-689-41059. Send letter of interest, réaussé, graduate transcripta, and names, addretses, and telephone numbers of three references, by July 17, 1992. to: Chair, Search Committee for Department of HPEN/Athletics, clo Office of Human Resources. Frustburg Same University, Frostburg, Maryland 21532. Add EEO Employer.

Registrari University of Dallas, Associate Registrar. Responsible for the accuracy and integrity of student academic records, verification of eligibity for graduation, preparation of statistical reports and separtising of support staff. Applicants must have a coding degree and five years work experience in the registrar field. Ability and



DEAN OF THE COLLEGE OF LIBERAL ARTS AND SCIENCES KUTZTOWN UNIVERSITY

Kutztown, PA 19530

THE UNIVERSITY THE DNIVERSITY
Kutztown University, one of 14 institutions in the State System of Higher
Education of Pennsylvania, invites applications for the position of Dean of
the College of Liberal Arts and Sciences. The University enrolls approximately 7000 students in undergraduate and graduate programs. The University is located in a picturesque unad setting adjacent to the Borough of Kuttown. Two moderately large cities, Allentown and Reading, he within 18
miles of the campus. New York City is 90 miles to the northeast and Philadel
phin is 70 miles to the South.

THE POSITION

The Dean of Liberal Arts and Sciences reports to the Provost/Vice Pesident for Academic Affairs. The Dean works closely with the Provost and other college deans to provide leader ship in achieving and maintaining excellence in academic areas. He or she holds a twelve month management position without tenure or academic rank. The College includes the department of Anthropology and Sociology, Blological Science, Criminal Justice and Social Welfare. English, Foreign Languages, Geography, History, Mathematical Computer Science, Nursing, Philosophy, Physical Sciences, Political Science, Psychology and Telecommunications. There are approximately 18 faculty in the College, serving 1700 students enrolled in majors. The College also plays a major role in providing general education courses for the University. THE POSITION

The Dean of Liberal Arts and Sciences is responsible for leadership and supervision in all areas of activity in the College and its departments. Herbe participates in institutional policy and decision-making as a member of the Dean's Council.

QUALIFICATIONS

- An earned doctorate in a discipline appropriate to the college. A strong record of scholarly activity
- A record of teaching effectiveness.
- A record of reaching effectiveness.
 Successful experience in academic administration at the level of department chair or higher for at least three years, including knowledge in academic planning, development of curriculum, preparation and management of budget and management and evaluation of personnel.
 Effectiveness in promoting high standards in teaching, program development, academic advising and research.
 Effectiveness and part of the program of the part of the p
- Effective oral and written communication skills.
 Skills necessary to be a strong advocate for the college.
- Demonstrated ability to work effectively with administrators, faculty and students with diverse interests
- Demonstrated commitment to faculty governance
- Demonstrated commitment to affirmative action and to furthering cultural

Sulary will be commensurate with qualifications and experience and includes an excellent fringe benefit package. Appointment is preferred by January, 1993 and no later than July 1, 1993. Subant by August 14, 1992, a letter of application, current résumé, and the names, addresses, and telephone numbers of three references to:

Chairperson, Search Committee for Dean, Liberal Arts and Sciences cho Office of the Provoot Kutztown University Kutztown, PA 19530

KU is an Affirmative Action, Equal Opportunity Employer and actively solicits applications from qualified women and minorities.

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Washington WASHINGTON - UNIVERSITY IN ST. LOUIS

ASSISTANT DEAN AND DIRECTOR OF DUAL-DEGREE PROGRAM

The Washington University School of Engineering and Applied Science invites applications for the position of Assistant Dean and Director of the Dual-Degree program. The School is committed to building this program

aggressively.

The Assistant Deant/Director is responsible for recomment and admission of students as well as developing and expanding relations with associate colleges. Applicants should have academic experience in Arts and Science colleges, preferably in Dual-Degree type programs, and have a graduate degree, preferably in Science, mathematics or engineering. The successful applicant should also have demonstratest administrative ability. A high-energy level person is sought to establish good working relationships with the liaison officers, faculty and students in the associated colleges. Regular visits to the campusus of associated colleges will be necessary.

This position reports directly to the Description of Forincering and

This position reports directly to the Dean of the School of Engineering and Applied Science. Salary will be commensurate with qualifications. Applications will be accepted through July 6, 1992 or until the position is filled. Send resumes to:

Dean, School of Engineering and Applied Science

Interviews will begin in mid-July.

Affirmative Action, Equal Opportunity Employer Employment eligibility verification required upon hire.

Studies. The appointed trust be able to teach about Christianity from the introductory to the posteraduate level. Preference will be given to candidates who have research interests no one to more of the full presence of the full presence of the full presence of the full presence of training and social-actentific approaches to religious antifers. Christianity in Pacific or other non-European socialies. Competence in the appropriate languages is required. The salety for Lecturers is no a scale from \$1.727,446 to \$1.729,088 per annua. Applications close on 30 September 1992, Farther particulars and Conditions of Applications and Conditions of Applications. Applications, quoting Position Mumber py 16, should be addressed to: A. W. Hayward, Register, University of Canterbury, Private Bas. Christchurch.

Research Administration: Research Director. New position, Rowan-Salisbury Schools, emplainers 16,700. Minimum sales y \$50,000. Doctor's degree in Educational Psychology or Statistics preferred. Seed letter of intent and returne by July 1, 1992 to: Dr. Melvin K. Morgan, Rowan-Salisbury, Schools, P. O. Bot 2149, Salisbury, North Carolina 28143-2149.

Research/Slochemistry: Research Scientist; 17.5 bours/weck.; 8:30 a.m.-5:00 p.m.; 821,000/year. Overtime as needed, not compensated Job requires Ph.D. in Biochemistry and I year's experience as 8 Researcher in Biochemistry or Immunochemistry. Job also requires 1: I published

DEAN

ANDERSON GRADUATE SCHOOL OF MANAGEMENT

University of California, Los Angeles

UCLA limites nominations and applications for the position of Dean of the Austerson Graduate School of Pianagement. As the Chief Executive Officer, the Dean provides the coademic, intellectual and administrative leadership to the School. This Dean is responsible for improving and promoting the quality and effectiveness of the School's instructional, research, external affairs, and development programs.

programs.

The Anderson School has approximately 100 faculty PTE and a like number of staff PTE. The regular MRA program has approximately 750 students divided between the first and second years; the Executive MBA program has 120 students likewise divided between two years; and the high Employed NRA program has 180 students divided among time years. The Doctoral Program has approximately 15 students at all stages of the curriculum finally, the Executive Program, as series of non-degree executive courses, has approximately 1,200 students enrolled each year.

Applicants should have substantial administrative experience, preferably in a re-search university, and academic qualifications appropriate to the rank of full professor in the School, Salary will be commensurate with background and expe-rience. Sunting date is July 1, 1893.

UCLA is an Equal Opportunity, Affirmative Action Employer.

urticle in a referred journal to the area of molecular cloning and expression of mammalian aene encodina multifunctional proteins; 2) i graduate course in microbiolosy; 3) i graduate course in molecular penetics. Job duties: Conduct research on the regulation and expression of the multifunctional protein, CAD in mammalian cells. Clons wild type and putant functional domains. Transfect into mammalian cells. Assets affect on function of CAD in vivo. Use ignumentation chemical techniques to measure the level of avarestion, function, and introclidar nocnemical techniques to measure the level of expression, function, and intracellular location of CAD. Analyze, summarize, and prepare results of research for international publication/presentation. Qualified application should send resume and verification of requirements to 7310 Woodward, Room 415, Delroit, Michigan 48202; Reference 435692. Employer Paid Advertisement.

Research Managements Research Coordinator. The University of Florida Health Science Center/Jacksonville Locks a full-time faculty position in the Department of Community Health and Fumily Medicine. The major responsibility will be the coordination of all research projects. Technical facilities, salary and frince benefits are excellent. The appointment will be at the academic rank of Assistant Professor based on Ph.D. desree, rathings, background and experiences, Application recruiting deadline is July 2, 1992. Send curriculum vitaé to

istry, baser design, apectroscopy, computer manipulation of data, ability to determine molecular weight and molecular weight distribution by get permeation chromatography, and ability to operate electron resonance prectrometer and electron excelorator (Febetron), 40 hours per week \$19,300 per year, Reply to University of Notre Dame, Notre Dame, Indiana 46356, Attention: Oliver P. Williams

University of San Diego

VICE PRESIDENT FOR ACADEMIC AFFAIRS/PROVOST

The University of San Diego invites applications and nominations for the position of vice President for Academic Affairs and Provost.

Affairs and Provosi.

THE UNIVERSITY: The University of San Diego is an accredited, coeducational, independent, Catholic university founded in 1949. USD offers a wide range of academic and programs to 6000 students at the graduate and undergraduate levels in a College of Arts and Sciences and four professional schools including Business Administration, Education, Law and Nursing, USD considers teaching its highest priority with both scholarship and service to others as integral to its mission. It welcomes students, faculty, administration and staff of all races, religious and cultural backgrounds. A five year plan begun in 1989 reflects the consensus of the University community on five distinguishing characteristics: 1) Catholic: Within its commitment to probe the Christian message as proclaimed by the Catholic Church, the University welcomes to its community members whose lives are formed by different traditions and insights, 2) Quality: The development of human, environmental, programmatic and financial resources will be grounded in a commitment to quality as distinguished from size or comprehensiveness for example, 3) Valuese Academic integrity, understanding, wisdom, knowledge, prudence, justice, courage, temperance and truthfulness are values at the core of the University, 4) Cultural Diversity: USD is committed to reflecting the cultural pluralism of local and regional populations in which all members are welcomed for who they are, and 5) Hollson: The University seeks to offer opportunities for intellectual, physical, spiritual, psychological, social, cultural and environmental development of its members.

for htellectual, physical, spritual, psychological, social, cultural and environmental development of its members.

RESPONSIBILITIES: The Vice President for Academic Affairs/Provost reports directly to the President of the University. Together they are responsible for developing, implementing and supporting the University's educational mission. The Vice President for Academic Affairs/Provost and the Vice President for Financial Affairs coordinate the annual budget process of the University as a whole. He or she has broad responsibilities under the President for academic policy and practice, and for hiring, promotion, tenure, and other relevant aspects of personnel matters, in the President's absence, the Vice President/Provost normally replaces the President. QUALIFICATIONS: Applicants must have an earned doctorate in an academic field with a distinguished record of teaching, scholarship and publication as well as extensive academic administrative experience commensurate with an appointment as a senior academic officer. The successful candidate will provide evidence of strong organizational, leadership and communication skills and must demonstrate understanding of and sensitivity for a shared governance structure. He or she must be an informed, committed Roman Catholic.

STARTING DATE: July 1, 1993. SALARY: Salary is competitive and determined on the basis of qualifications and experience.

APPLICATIONS Application letter with vita and 2 letters of reference (names and phone numbers of 4 others) will be received until September 8, 1992 with interviewing to begin in late October, 1992. Please include a letter, not to exceed two pages, expressing your reasons for interest in this position. Letters of nomination will be received until August 15, 1992. Application or nomination should be submitted to: Darlene A. Pienta, Ph.D., Chair, Provost Search Committee, Provost's Office, University of San Diego, Alcalá Park, San Diego, CA 92110; Phone: (619) 260-4553; FAX (619) 260-2210.

Equal Opportunity, Affirmative Action Employer.

Vice President for Academic Affairs/ Dean of Faculty

The Position: The Vice President for Academic Affairs is Chief Academic Officer of the College and Dean of Faculty and reports directly to the President. Heishe supervises all academic administrations (the Dean of the Undergraduate College, the Dean for Graduate and Continuing Education, the Registrar, the Directors of the Library and Media Center, the Academic Coordinator of Computing, and the Department chairs) and makes recommendations to the President in all matters concerning the appointment of the instructional staff. Heishe is responsible for providing academic loadership to the faculty, encouraging faculty development, and generally promoting excellence in leaching.

providing according leadership to the facility excellence in leaching.

Qualifications: An earned doctorate is required as are teaching and administrative experience. Candidates should be able to show a record of scholarly achievement and teaching aucess as well as an understanding and appreciation of Catholic higher education. Direct experience with Catholic higher education will be favorably regarded.

The College: Assumption College, founded in 1904 and appreciated by the Augustinians of the Assumption since that time, is an independent, coeducational, Catholic liberal arts college, with 1790 undergraduate students, 600 graduate students, 900 continuing education students, and a full-time faculty of 115. The undergraduate college often 23 majors in liberal arts and pre-professional programs, Graduate degrees are offered in five areas, with 12 majors and a variety of degrees are offered in five areas, with 12 majors and a variety of degrees are offered in five areas, with 12 majors and a variety of degrees are offered in five areas, with 12 majors and a variety of degrees are offered in five areas, with 12 majors and a variety of degrees and certificate programs a wealable in Community Bducation.

The Campus is located on a beautiful 130 acre campus in the residential Westwood Hills section of Worcester. Tha city, the second largest in New England and located approximately one hour west of Boston, boasts a consortium of ten colleges and universities, an outstanding art museum and civic center, a science museum, and many other attractions.

Application Procedure: Closing date for applications is June 30, 1992. Starting date is negotiable. Salary is commensurate with experience and qualifications, and includes excellent fringe benefits. Applications should include a personal letter of interest, a current resume, an official transcript, and the numes, addresses and telephone anumbers of at least three professional references. Correspondence should be addressed to:

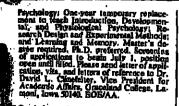
Rev. John L. Franck, A.A., Vice President for S



ASSUMPTION

Research/Alechanics; Research Associate, Will apply the principles of mechanics, applied mechanics and numerical snalysis, including boundary clement, finite element, and spectral methods to develop innovative methodologies for the consistency, conversence and stability analysis in subseycling also rithm to be applied to the apolication in nonlinear dynamic fracture problems and wave propagation theories. Will apply global-local finite element techniques for failure analysis with emphasis on crack propagation and shear strain localization including development of spectral-finite element method application in composite materials and viscoblasticity, Requires

Ph.D. or completion of all requirements for Ph.D. degree in Theoretical and Applied. Mechanics. Education to include completion of Ph.D. thesis in the development of numerical method analysis, including boundary element analysis, including boundary element analysis, finite element analysis and precruit methods, in the application of convergence, consistency, and stability analysis in whospetina abnorthm of elemental and nodal partitions to failure analysis with emphasis on crack propagation and shear strain localization. Hours: 9:00 a.m.-5:00 p.m. 40 hours per week at \$25,000 a.m.-5:00 p.m. 40 hours per week at \$25,000 er year salary. Must have proof of legal authority to work permanently in the U.S. Pleas even trans or apply to: Professor Ted Belysachko, Northwestern University, Civil Engineering Department, 2143 Sheridan Road, Evanston, Illinois 60208-3109.



BULLETIN BOARD: Positions available

recently completed Convention Center in downtown Toledo.

EXECUTIVE DIRECTOR OF DEVELOPMENT

Southwest Texas State University is a comprehensive state-assisted university with 21,000 undergraduate and graduate students and 50,000 alumns of record. Located in San Marcos in the Texas hill country, the university is within an hour's drive of Austin and San Antonio.

SWT seeks an experienced individual to lead its development office. Can-didates should have:

At least five years' experience in university fund raising, including annual fund, major gifts, and capital campaign experience.
A record of accomplishment in all phases of prospect identification, cultivation, and solicitation of individuals, corporations, foundations; stewardship; research and records; large database; proposal writing; recruitment and training of volunteers.

Outstanding ability to write, edit, and prepare materials for

The Executive Director of Development reports to the Vice President of University Advancement and supervises a small development and clerical staff. The Executive Director will coordinate development planning and support as the University moves toward its first capital campaign.

Please send résumé and cover letter before June 26, 1992, to:

Executive Director of Development Search Committee Personnel Office

Southwest Texas State University San Marcos, Texas 78666

Salary range: mid-fifties.

Bachelor's or higher level degree.

Strong Interpersonal and communication skills.

and the leadership of the Faculty Senate.

VICE PRESIDENT FOR

ACADEMIC AFFAIRS

The University of Toledo invites nominations and applications for the position of Vice President for Academic Affairs.

Founded in 1872, The University of Toledo has been a member of the university system of the State of Chio since 1967. It is also a member of the National Association of State Universities and Land Grant Colleges. The University of Toledo has an enrollment of 25,000 undergraduate and graduate atudents and employs approximately 1,400 tull-time and part-time faculty members. The University consists of six undergraduate degree-granting colleges (Arts and Sciences, Business Administration, Education, Engineering, Pharmacy and University College), a Graduate School which grants doctorates in 21 disciplines and the College of Law, a Community and Technical College located on the Scott Park Campus and a Division of Continuing Education. Its 210 acre Bancroft Campus is tocated in a pleasant residential area on the unsettern article of the City of Toledo. It also has a convocation facility that is part of a

the western edge of the City of Toledo. It also has a convocation facility that is part of a

The Vice President for Academic Affairs will report directly to the President and will serve as Acting President in the President's absence. The Vice President for Academic Affairs is the chief academic officer of the University and is responsible for the direction of the University's instructional programs, administration of personnel and budgets in all academic areas, the maintenance of academic standards and the provision of strong academic and administrative leadership. The Vice President for Academic Affairs works closely with the Academic Deans

Candidates for the position will be expected to possess an earned doctorate or other appropriate terminal degree; qualifications for a tenured faculty position in one of the University's academic departments; extensive academic administrative experience; a record of effective teaching; demonstrated scholarly achievement and a commitment to collegial and consultative management style. Salary and fringe benefits are competitive.

The Search Committee will begin to review applications on August 15, 1992. In order to ensure full consideration, nominations and applications should be received before that date. The posi-

tion will remain open and applications will be reviewed on the 15th of each month until filled.

resume and the names, addresses and telephone numbers of at least five references.

interested persons should submit a letter indicating an interest in the position, a complete

Applications and nominations should be sent to: Dr. David Meabon, Vice President for Student Alfairs, The University of Toledo, Toledo, OH 43606-3390.

VICE PRESIDENT FOR BUSINESS **AFFAIRS**

ROBERT MORRIS COLLEGE Pittsburgh, Pennsylvania

Robert Morris College, located in Pittsburgh, Pennsylvania, seeks applicants for the position of Vice President for Business Affairs, Robert Morris is an independent coeducational institution that has experienced rapid growth over the last two decades and is now in a dynamic development phase that requires the leadership of an experienced business administrator. The College is a focused institution offering undergraduate and graduate degrees in business administration and selective bachelor of arts degrees in English and Communication. The College serves over 5500 undergraduate and graduate atudents in two locations: a 230-acre residential campus near the Greater Pittsburgh International Airport, and a center in the heart of downtown Pittsburgh.

As the chief business officer, the individual is expected to provide strong leadership for the sound fiscal operation of the institution and assure development and maintenance of physical resources appropriate to the goals of the College. The individual must be able to work collaboratively with all segments of the College community.

The successful candidate should have:

- A minimum of a bachelor's degree; preference will be given to individuals with an MBA.
- Successful managerial experience in two or more areas of responsibilities including accounting, computing, budgeting, purchasing, physical plant manager personnel services, and auxiliary operations.
- A thorough knowledge of modern administrative systems and a working
- knowledge of computers. A record of successful leadership in an
- A high level of energy and a commitment to hìgh quality service.

All interested applicants should apply to:

P.O. Box 15600

Pittsburgh, PA 15244 All inquiries will be held in strict confidence and applications will be accepted until the position is filled. Robert Morris College is an Equal Opportunity Employer

ROBERT MORRIS

Senior Vice President **Development and Corporate Relations**

فرعالة والرواق والمساوي والمستقال والمناز والمناز والمناز والمناز والمناز والمناز والمناز والمناز والمناز والم

We are seeking a proven, broad-gauged manager with an ourstanding track record and reputation for team-building to oversee Development and Corporate Relations. Reporting to the Recutive Vice President/Chief Operating Officer, the Senior Vice President will provide leadership to PBS member stations to increase funding for public television, and will oversee efforts to communicate the value of PBS's essential services to licensees and ourside constituencies. Include management of the Development, Corporate Information, and Conference Services departments. The ideal candidate will have a minimum of 12-15 years' management experience, preferably in public broadcasting, and a fund-raising/development/marketing background. Must have superior communication and people management skills with a commitment to excellence and the ability to lead and inspire. If you meet these requirements, please send letter of interest, résumé, and salary requirements to:



PBS is an equal opportunity employer.

Research/Medical Science: Research Associate. To perform studies on endometrial and oversin cancers. Candidate must develop research plans, coordinate procurement of samples, identify and dissect normal and neoplastic tissue samples from fresh hysterectomy specimens, prepare samples, and carry out bistologic and biochemical determinations. Candidate will be required to make formal presentations of data collected to departmental faculty. Re-

quirements: Master's degree in Medical Sciences or equivalent. Proof of training in general procession of training in general subcorneys; and clinical inventigation of gynecologic cancers, including at least one year's a preference with histologic analysis of steroid receptors; demonstrated knowledge of steroid hormone action (sublications in field). Salary: \$21,000/year. Send resume with Social Scurniy number, references and copies of publications to inventor of the same with social scurniy number.

Search Reopened



VICE PRESIDENT FOR ACADEMIC ADMINISTRATION

Providence College invites applications for the position of Vice President of Academic Administration. Position available July 1, 1993.

Academic Administration. Position availables buty 1, 1993.

Duties: chief academic officer of the college; normally reports to the Executive Vice President, supervises overall planning of curriculum; coordinates the hidre, promotion, and tenure of faculty; chairs Committee on Academic Rank and Tenure; serves on all major administrative committees.

The following report directly to this Vice President: Associate Academic Vice President; Dean of Graduate School; Dean of Undergraduate Studies; Dean of the School of Continuing Education; Dean of Minority Student Affairs. Criteria: an earned doctorate or a recognized terminal degree; ability to active-ly promote the mission of the college: strong administrative skills and academic credentials; demonstrated teaching excellence; effective communication skills; dynamic, innovative leadership qualities.

Salary: commensurate with qualifications

Applications to include: letter of application, curriculum vitae, and three letters of recommendation. It is the responsibility of the applicant to insure that the letters of recommendation are forwarded directly to the chair of the search

Deadline: Review of applications will begin immediately. Priority will be given to complete applications received by July 15, 1992. Review will continue until the position is filled.

Mail to: Donna T. McCaffrey, Chair Search Committee—Vice President for Academic Administration Harkins Hall, Room 107 Providence College Providence, RI 02918

Providence of New York of the Providence College is a Roman Catholic, four-year, coeducational, liberal arts college, which welcomes qualified men and women through equal opportunity and from all religious and ethnic backgrounds. The college promotes the pursuit of sound scholarship and the principles of the Judeo-Christian heritage through the unique Catholic tradition of the Dominican Order. Providence College is an Equal Opportunity Employer.

KNOXVILLE COLLEGE

knoxville College, a Presbyterian related liberal arts college located in Knux-ville and Morristown, Tennessee invites applicants and nominations for two administrative positions reporting directly to the President of the college,

Vice President and Dean of the College:

Serves as the chief academic and administrative officer under the President; provides day-to-day supervision of all senior officers and academic heads to ensure the effective and efficient implementation of administrative, academic, and financial management of the college.

Candidates should have an earned doctorate, preferably in an arts and sciences discipline, at least five years of senior level administrative experience, demonstrated leaching and research competence, as reflected in publications, excellent human relations skills. Salary is competitive and commensurate with qualifications and experience.

Director of Institutional Advancement:
Responsible for directing all phases of resource development; directing external relations with private sector and alumni in all media; working with other college offices to present an image of the campus and communicate its development goals to various external constituencies; and coordinating outreach activities with other college and universities.

reach activities with other college and universities.

Candidates must have significant demonstrated managerial experience in university relations, resource development, fund raising, and alumni relations, as well as ability to plan, organize, and direct activities of Development College Relations, printing of college materials and communications; an understanding of teaching, research, and service missions of the HBCU as well as its continuing covenant with the Presbyterian Church in the role of development; ability to provide visionary leadership in the areas of development, alumni and family relations, communications and public relations; a proven record in fund raising and program planning is required as well as a leadership style characterized by enabling and team building; must be able to relate well to the college's many constituencies both on and off the campus; proficiency in communication skills, both written and oral; should be computer literate; and an earned bachelor's degree at a minimum, preferably a master's degree.

Salary is competitive and commensurate with qualifications and experience. Applications on both positions will be received through July 1, 1992 or until the positions are filled.

Please submit letter of application, vitae, graduate transcripts and three let-

Dr. John B. Turner, President Knoxville College 901 College Street Knoxville, TN 37921

Knoxville College is an Equal Opportunity, Affirmative Action Employer.

diana State Employment and Training I misms of new sulfide and precious metals.
Services, 10 North Sensie Avenue, Indian.

Research/Medicine: Medical Researcher.
Research in nuclear medicine to determine the level of experies necessary to read distal studies produced by stags photon emission computerized thomography (RPCT) tochniques. In addition, must have one year of seneral internship or readency, in the stage of the seneral internship or readency, in the seneral internship or readency, and the seneral internship or readency, in the seneral internship or readency, in the control of the seneral internship or readency and carried to confidence to sentificate to sentificate to read in internship of the seneral s

nisms of new sulfide and precious menals floration respents, and floration chemistry of sulfide subserts spectrated; apply electrochemical techniques, FTIR and UV/Vis apactroscopy, particularly in-situ spectrochemistry, and flow microcalorimetry to study sulfide and precious metal floration; supervise research staff; write technical properses reports; presare, present, and publish research results and write or participate in the preparation of research proposals. Requirements: FLO, Mining and Minerals flusineering; experience in electrochemistry and floration themsity of sulfides and precious metals, mass-balanced themodynamic calculations for mineral floration systems and application of sulfides and precious metals, mass-balanced themodynamic calculations for mineral floration systems and application of sulfides and precious metals, mass-balanced themodynamic calculations for mineral floration systems and application of sulfides and precious metals, mass-balanced themodynamic calculations for mineral floration and precious metals, mass-balanced themselves the precious metals, mass-balanced themodynamic calculations for mineral florations and precious metals, mass-balanced themselves the precious metals, mass-balanced themselves and precious me

search in the erea of molecular biology of the pulmonary surbactant-related proteins, and training of students, technicians and fellows. Requires a blaster a degree with a background in molecular blology and 6 months to 1 year a experience, Demon-strated experition in RVII analysis, pulsed field (fisid-inversion) electrophorests, call

UNIVERSITY OF COLORADO SYSTEM

The University of Colorado consists of four campuses, located in Boulder, Denver, Colorado Springs and a Health Sciences Center in Denver. The University of Colorado System is currently seeking nominations and applications for the following two positions:

ASSOCIATE VICE PRESIDENT FOR FINANCE AND UNIVERSITY TREASURER

The Treasurer is an officer of the University appointed by the University Board of Regants, who reports to the Vice President for Budget and Finance, or regents, who reports to the vice President for budget and Finance.

The University System has a single treasury for managing the assets of its four compuses. The Treasurer is responsible for the aggressive cash management and investment policy, the core insurance programs including risk management; management of real assets; external and internal insuring; determining and managing debt capacity; and general financial advice and analysis through membership on various University oversight and advisory board. A high degree of personal and professional integrity is essential to this position.

Minimum qualifications include: A Bachelor's degree in finance, business or management, from an accredited college or university; a broad knowledge of public sector debt issues; proven experience in investment poky formulation and management, investments, debt issuance and management, and financial management, investments, debt issuance and management, and financial management.

Preferred qualifications include: Experience with major public or private university or large company treasury activities; advanced degree in business management or related field.

ASSISTANT VICE PRESIDENT / CONTROLLER SEARCH REOPENED

This position exercises functional control over each Campus Controller to assure that fiscal practices of the campuses are in compliance with University policy, the State Fiscal Rules, IRS regulations, Generally Accepted Accounting Principles and Practices and State legislative initiatives. The position reports to the Associate Vice President for Management Planning and interacts with other University administrators as required.

Minimum qualifications include: A degree in accounting, finance, business, management or computer science, from an accredited college or university; a current CPA certificate; an understanding of and experience in computerized General Ledger accounting systems and complex Consolidated Financial Statement preparation; minimum of five years' management level experience in accounting or finance with a proven ability to manage, coordinate, and train in a complex environment; ability to communicate effectively both orally and in written form.

Preferred qualifications include: Experience with a large research institu-tion or public higher education; advanced degree in accounting or related field; knowledge of current tax laws applicable to non-profit organizations.

APPLICATION-Please send a current vita, a letter of application and the names, addresses and phone numbers of three references. Application materials must be postmarked no later than August 15, 1992. Sond applications to

For Treasurer's Position: Search Committee for Assoc VP/Treasurer University of Colorado Compus Box 25 Boulder CO 80309

For Controller's Position: Search Committee for Asst. VP/Controller University of Colorado Campus Box 436 Boulder, CO 80309

The University of Colorado has a strong institutional commitment to the principle of diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic introdities, and disabled individuals.

Senior Vice President for Finance and Administration (and Treasurer)

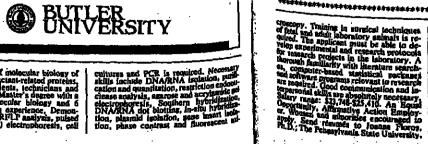
Butler University trivites nominations and applications for the position of Senior Vice President for Finance and Administration, reporting directly to the President The University sceks an innovative executive with senior experience in independen higher education to join the President and the Provost in the operating executive group of the University. The functional portfolio includes finance, treasury, human resources, legal services, business services, facilities planning and plant maintenance, campus safety and auxiliary services. Specific competencies in the use of information technology in management and in quality improvement programs are expected. Importantly, the Senior Vice President will lead the esource allocation function for operating and capital requirements as part of the

Butler University provides the highest quality liberal arts and professional education in a suburban residential environment located seven miles from the heart of metropolitan Indianapolis. Butler is an institution well-positioned and directed toward the achievement of its tremendous potential. This officer will lead the development and deployment of the management tramework that will enable officers, deans, faculty and staff to serve the teaching, service, and research

A philosophical commitment to independent higher education is necessary and a terminal degree would be of value, but not required. Compensation will match the expectations of the appropriate candidate.

The preferred starting date is as early in the Fall of 1992 as possible. Nominations and applications should be directed to Dr. George Kaludis, GKA, Inc., Search Consultants, Senior Vice President Search, Butler University, 4600 Sunset Avenue. Indianapolis, Indiana 46208 Review of credentials will begin in mid-July.

Women and minorities are encouraged to apply. Butler University is an Equal Opportunity Affirmative Action Employer.



Research/Aolecular Biology: Research Aspociate in Molecular Virology to carry out
basic research on the molecular biology to
human purvoviruses and their use in human
some therapy. The work will involve construction of recombinant purvoviruses usinst recombinant DNA technology. Their
growth and maintenance in tissus culture
cells; experimental infections of set-popusitions of human bone marrow cells, isolation of genomic DNA and RNA, and prine

CHIEF FINANCIAL OFFICER Wayland Baptist University

Wayland Baptist University, an institution of approximately 2,300 students located on the High Plains of West Texas, seeks qualified applicants for the position of Chief Financial Officer. The successful candidate will have knowledge of fund accounting; budget preparation, projection and management; encumbrance accounting; investments and endowment management; internal auditing; cash flow control and projection; accreditation procedures within the Southern Association of Colleges and Schools financial section; and the overall business environment of a notfor-profit university. The successful candidate will also have comprehensive knowledge of computer applications, both PC and mainframe, B.B.A. required, M.B.A. and/or C.P.A. preferred. Applicants must have 3-5 years of experience. The Chief Financial Officer reports to the Vice President for Administration and External Programs. Submit application, vita, and names of three references to: Dr. Bill Hardage, WBU Box 574, Plainview, TX 79072. Applications will be accepted through July 3 or until position is filled.

structure and expression analyses. Re-tearch includes concomitant studies with experimental animals. Requirements:
7n.D. or MD, and two years oxperience in basic research in mojecular biblosy and handling and maintaining laboratory ince. Salary: \$23,000 year. Send resume with years of the phyline physics and enumering principles in a marine science-occamo-cial Security manber, description of re-forty hour week with no overtimes. Interest-bet.

indiana 46204, Attention: Pay Chappie, L.D. 82388271.

Research/Ocean Engineering: Research Associate. Perform oceanographic research Associate. Ph.D. or computer codes for use in analysis of oceanographic data; propure optical instrument system is posta, decisin via desired and development of remaining properties of communics and schemal (hypportanio valuate prototype relacie; analysis of remaining protocytic properties of determine of communications; coffect underwind and performance specifications; coffect underwind and performance specifications; coffect underwind and performance specifications; coffect underwind protocytic properties. Professional data from the field and analyze and interpret during the protocytic properties. Professional data from the field and analyze and interpret with optical models and specifications. Proof of legal right to carry out experiments with the procession of the properties of remaining protocytics. In the state of the procession of regularity statems, and humans. Specially, the applicant will be responsible for all surgery, physiological recording, analytical and data interpretation of remaining processing the procession of th

University of Phoenix Phoenix, Arizona

Vice President For Academic Affairs

INSTITUTION

Pounded in 1976 in Phoenix, Arizona, as a for-profit higher education institution solely for working adult students, the University of Phoenix currently enrolls over 13,000 adults in undergraduate and graduate programs in business, management, nursing, education, and counseling. The University employs over 2500 faculty and staff and has 22 campuses and learning centers in Arizona, California, Colorado, Hawaii, Nevada, New Mexico, Utah, and the Commonwealth of Puerto Rico, as well as its ONLINE (computer-based) and ACCESS (teleconferencing) educational delivery systems.

DESCRIPTION OF POSITION

The new position of Vice President for Academic Affairs will be the chief academic officer of the University reporting to the President, and will be responsible for all academic operations and programs including: academic staff, faculty, curriculum, program development and innovation, utilization of data from the University's Adult Learning Outcomes Assessment Project, and budgeting at all sites at which the University provides educational programs and services. The Vice President for Academic Affairs will work closely with the University's Board and Senior Paculty in directing academic growth and ensuring academic quality in all educational products and services.

SUCCESSFUL CANDIDATE

The successful candidate will possess an earned doctorate or terminal degree; demonstrate professional experience in both academe and business and industry, and be able to competently and effectively balance the demands of operating a private institution while both maintaining and improving scademic quality. Shelle must evidence the ability to think, write and communicate clearly and effectively; possess a strong commitment to educational innovation and change, and have the ability to work in a non-traditional institution which is a leader in innovative education for working adults. Salary is commensurate with education and professional experience. The University provides an excellent benefits and profit sharing program.

Qualified individuals should submit a letter explaining their interest in the position, a curriculum vitae, and the names of references who can attest to their personal and professional qualifications to:

> William H. Gibbs President University of Phoenix 4615 East Elwood Street P.O. Box 52069 Phoenix, AZ 85072-2069

The University of Phoenix is an Equal Opportunity Employer.

VICE PRESIDENT FOR DEVELOPMENT Greater Los Angeles Zoo Association

GLAZA is seeking a Vice President for Development who will serve as the Association's chief fund-raising officer.

Association's criter rand-raising officer.

About GLAZA: GLAZA is a multi-faceted organization which supports the Los Angeles Zoo and kelps proced the world's increasingly fragile ecosystem through interpational conservation programs, behavioral research studies, and educational exhibits and programs which inspire people to value the existence of all animals. The Zoo is located adjacent to Griffith Park in Los Angeles, California.

(GLAZA)

About the Position: Reporting to the position are the Directors of Major Gifts, Corporate & Poundarion Relations, Membership Recruitment and Services, the Executive Director of Development. The position reports to the President of GLAZA.

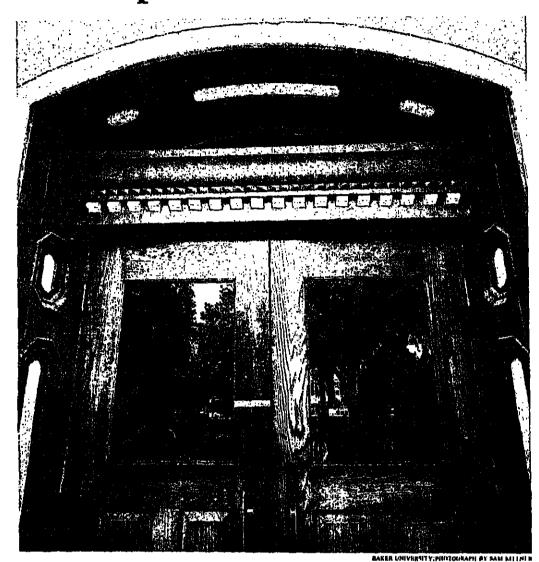
Qualifications: Preferred are 8-10 years of fund-raising experience with demonstrated competence in direct solicination, management of staff, work with volunteers and successful service in organizations and positions of comparable scope and complexity, in particular, in organizations which represent a joint public/private partnership. Capital campaign experience and knowledge of fund raising in zoological organizations is desirable. A bachelor's degree or further education is also desirable.

Address expressions of interest and resumes to GLAZA's consultant: Dr. Ira W. Kriosky or Ma. Paula Carabelli Ira W. Kriusky & Associates Post Office Box 93127 Pasadens, California 91 109-3127 Atm: GLAZA/VPD

Pennsylvania invites agnifications for two Area Coordinator positions, responsible for the day to day supervision of an area covering four buildings and 15-17 resident assistants. Responsibilities include RA supervision, maintenance falson, discipline, programming, in-service training, RA evaluations and assumer conferences or sammer office administration. Shares on-east coverage with the other area economics, Master's degree in related field glus live-in graduate experience required. 12 month, live-in appointment. Positions available july 1, interested applicants may send letter of application, framed and three letters of reference to: Glenda Criffith, Director of Residence Life, Saint Francis College, Loretto, Ponnsylvania 1590. Applications and resurds received by June 20th will received autority consideration. Applications will be accepted outli suitable translaters pre identified and appointed. An Equal Opportunity Employer.



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VICE CHANCELLOR FOR FACULTY AND STAFF RELATIONS The City University of New York

The City University of New York invites applications and nominations for the position of Vice Chancelor for Faculty and Staff Relations.

Chanceflor for Faculty and Staff Relations.

The City University of New York, the nation's loading urban university, is a multi-campus, multi-othnic, publicly-funded system, comprising nine senior colleges, seven community colleges, a technical college, a graduate school, a law school, a school of biomedical education, and an affiliated medical school. More than 200,000 students are enrolled in academic programs, ranging from the associate to the doctoral degree, offered at campuses located throughout the five boroughs of New York City. The City University of New York has a full- and part-time staff of 26,000, including about 17,000 instructional staff, of whom approximately 6,200 hold faculty rank. Ninety-eight percent of University employees are represented by unions, with instructional staff represented by the Professional Staff Congress/CUNY (an AAUP and AFT affiliate), and the classified staff represented by a dozen unions, including District Council 37 (AFSCMB), Local 237 (IBT), and locals of the SEIU, IATSE, and various craft unions.

(AFSCME), Local 237 (IBT), and locals of the SBIU, IATSE, and various craft unions.

The Vice Chancellor for Paculty and Staff Relations is the University system's senior administrator for personnel issues and its chief labor relations officer. In consultation with a broad range of University constituencies, he or she is responsible for monitoring and evaluating policy regarding faculty and staff relations at the twenty campuses and professional schools, and developing, interpreting, and implementing personnel policy for the Chancellor, the Board of Trustees, and the Presidents. The Vice Chancellor serves as the Chancellor's representative in all internal and external negotiations regarding instructional and non-instructional personnel matters, including negotiation of collective bargaining agreements. The Vice Chancellor's responsibilities also include strengthening and implementing policies that enhance the City University's commitment to equal opportunity for its faculty and staff. The Vice Chancellor for Eaculty and Staff Relations supervises a staff of approximately forth amplement The Vice Chancellor for Faculty and Staff Relations supervises a staff of approximately forty employees, is a member of the Chancellor's Cabinet, serves as one of 11 trustees of the PSC-CUNY Welfare Fund, and serves as staff to the Board of Trustees Committee on Faculty, Staff, and Administration. Members of the Office of Faculty and Staff Relations meet regularly with such campus groups as Labor Designees, Affirmative Action Officers, and Personnel Directors.

Leading candidates will typically have:

A demonstrated commitment to access and excellence and to urban, public higher education in a multi-cultural, multi-ethnic city;

A demonstrated commitment to equal employment opportunity, affirmative action, and the promotion of cultural pluralism;

A law degree, an earned doctorate, or a terminal degree in an appropriate field is desirable;
 A record of significant leadership managing professional and staff relations in a complex organization, with substantial experience in and knowledge of collective bargaining, pension, health, and welfare benefits, and government regulations regarding affirmative action guidelines;
 An ability to work effectively and collegially with a range of University constituencies; and

Excellent writing and speaking skills.

The position is available on completion of the search. The review of applications will begin on August 28, 1992, and will continue until an appointment is recommended. Salary is \$99,750 per annum. The City University of New York, an Equal Opportunity/Affirmative Action Employer with a strong commitment to racial, cultural, and othnic diversity, actively seeks and encourages nominations and applications from men and women of all races and ethnic backgrounds.

Applications: Applicants should send (1) a letter expressing their interest in the position, (2) their curriculum vitae, and (3) the names, titles, addresses, and telephone numbers of five references (references will not be contacted without the applicant's prior permission).

Nominations: Nominators should send a letter of nomination and, if possible, the nominee's curiculum vitae.



Applications and nominations should be sent to President Augusta Souza Kappner, Chairperson Search Committee for a Vice Chancellor for Faculty and Staff Relations The City University of New York 535 East 80th Street, Room 110

New York, NY 10021 Additional information: Please call 1)r. Brenda Spatt, Associate Dean for Executive Search and Evaluation, at (212) 794-5740; Fax: (212) 794-5586. All inquiries, nominations, and applications will be held in strictest confidence.



ASSISTANT VICE PRESIDENT

Facilities Planning & Management

Wayne State University

Wayne State University is an urban research institution with over 10th buildings situated on approximately 185 acres in Detroit, Michigan. WSU is seeking an experienced facility manager for the position of Assistant Vice President for Facilities Planning and Management.

The Assistant Vice President directs planning efforts including budgeting, capital project requests, architect selection, design supervision, campus planning and interior design, plus physical plant operations including construction, rehabilitation, maintenance, custodial and grounds. Wayne State University is a leader in recognizing and funding deferred maintenance

Administration and Finance.

A bachelor's degree in architecture or engineering, five to seven years of applicable managerial experience in the public sector, and professional registration are required. An advanced degree in engineering or architecture, university experience, and demonstrated success in a unionized environment are desirable.

Salary and

Salary and benefits are attractive. Position available July 15, 1992. Please send-resume and salary history to the address listed below:

Wayno State University Employment Services 100 Antoinette, Room 263 Detroit, Mi 48202 Posting #774

Wayne State University is an allitmative action, equal opportunity employer.

indexec the Hall Manager. Housing and indexec Life, New Mexico State University. The Hall Manager has overall responsit of a residential area hoosing between 0 and 900 students. Duties include staff include, training and supervision; reporting training and supervision; reporting the desired plant control of the desired participation in the programming effort, and working to ensure a residential environment that is conductive to the conductive training and supervision; reporting the desired participation of the distribution of the distributi

efforts: enforcement of college regulations; tervice as a sudicial Hearing Officer; administration of area operations, budaets, and room assignments; personal counseling; coordination of an area office; provision of leadership toward completion of departments goals; and the chairing of a department wide committee. In addition, the Area Coordinator will sefect, train, and uppervise four full-time, professional Residence Directors; one full-time Secretary; and 40 + Resident Assistants and student office ansistants. The successful candidate will also have the opportunity to teach a college-level course in Diversity Awareness. A Master's Degree in Student Fernontel or a related field and professional experience is preferred. The appointment is a twelve-ment, two-out position, discribe August 1, 1992. Preference will be siven to applications received by June 26, 1992. However, the position will remain open until filed. Compensation is very competitive and includes a benefit package. Send refunds and three letters of reference to: Tion bificials. Assistant Director of Residential Life Search Committee Chaipperron, this callege, 933 Denby Road, libaca, New York 14850, thans College is as Equal Opportunity, Affirmative Action Employer. Women and minoralles are encouraged to Clintos Street, Defiance, Onto 43512.

Respiratory Therapys Faculty position—
Respiratory Care, The Department of Cardiopulmonary Care Sciences at Georgia
State University in Atlanta, Georgia, has
an open position for one and possibly two
full time, tenure track faculty members in
its Respiratory Care Program. Applicants
must be Registered Therapota, why prior
clinical and teaching experience. A Master's degree is required and a doctoral degree is preferred. Send curriculum vitue
with propenses and letter of intensit by
futy 1, 1992 to: Jane Kicklighter, Ph.D.,
Chair, Search Commissee, Department of
Nutrition and Dicipitics (Georgia State University, Atlanta, Georgia 30303; telephone;
404-451-1106; Int. 404-451-323). An Arfirmative Callete Russian Language

VICE PRESIDENT FOR ACADEMIC AFFAIRS Centenary College Hackettstown, New Jersey

Centenary College invites applications for the position of Academic Vice President. As the chief academic officer, the VPAA reports directly to the President and oversees all academic and related programs at the College.

THE POSITION: Besides supervising the teaching faculty, the VPAA oversees the operations of the library, the Academic Skills Center and the Computer Center. He/she serves with other senior management on the President's Executive Staff. The Academic Vice President also serves regularly on important standing and ad hoc college committees and works closely with the Vice President for

THE COLLEGE: Centenary is celebrating its 125th year as the only baccalaureate institution in northern New Jersey. Serving a diverse population of ca. 1,000 full and part-time students, the College offers 20 majors in both the traditional liberal arts and career fields. The campus is located in the scenic foothills of the Pocono Mountains in a residential rown that is 60 minutes from New York City and 90 minutes from Philadelphia. The College also owns and operates for its nationally famous Equine program a 68-acre equestrian facility.

QUALIFICATIONS:

An earned Doctorate

A record of both scholarly achievement and teaching success
Proven ability to lead effectively, take the initiative, and produce results

· Capacity and enthusiasm to direct an academic program with both traditional and innovative

PROCEDURE: The screening process will begin July 1: Applications will be accepted until the position is filled. Since the review process will be rigorous, candidates are encouraged to submit a full dossier with references to accompany their vitue. Candidates are particularly encouraged to submit one place of supplementary material which demonstrates either their particular or additional. qualifications for the position — e.g., a statement of scademic philosophy, description of any additional skills of institutional importance (grant writing, strategic planning, etc.), a <u>brief</u> sample of publication, etc. Salary commensurate with ability and experience; excellent fringe benefits. Scarting date negotiable.

Send all material to: Dr. John A Shayner, Executive Assistant to the President, Centenary College, 401 Jefferson Street, Hackettstown NJ 07840.

Affirmative Action/Equal Opportunity Employer

WILLIAM RAINEY HARPER COLLEGE Vice President of Academic Affairs 25 Years of Excellence

William Rainey Harper College in Palatine, Illinois, is a comprehensive two-year community college located in Chicago's northwest suburbs. Harper College opened its doors in 1967 with an enrollment of approximately 1,700 students. Harper is celebrating its 25th anniversary with more than 27,000 students of all ages participating in credit, continuing education, and extansion courses at the Rarper compused other locations throughout the district. In meeting the varied and charaging educational needs of district residents, Harper College continues to be a dynamic institution, a community college in the truest sense of the term. Career opportunities are available at Harper College for individuals who have a commitment to the very highest standards in education.

We are currently seeking conditores for the Vice President of Academic Affoirs. This position plans, coordinates and directs the overall functions of the Academic Affoirs area in accordance with the Board of Trustees' policy and as required by law. Areas of responsibility include six academic divisions, the learning resources center,

corporate services, and community and program services.

Candidates should passess an earned dectorate in an appropriate; isid, along with successful experience in college level teaching and demonstrated accomplishments as an academic administrator, presently in a community college of comparable size and scope. Start date preferably in September 1982 or as mutually determined. Formal application, letter supressing interest in the position, along with current resume and three letters of recommendation should be received by July 31, 1982.

Sand all grantication materials to: Send all application materials to:

Felice Avila

Felice Avila

Executive Assistant to the President
William Rainey Harper Callege
1200 W. Algonquin Road
Palatine, Il, 80087-7398

Russian: Colby College. Russian Language and Literature. One-year gouldon with pos-sibility of renewal. Instructor/Assistant Professor. Teach all undergraduate izvels of Russian language plus 19th and 20th cen-nry Big-rature in original and in runsishine. Share direction of extra-curricular Russian svents on amal, realdontia, ibbara arta campia. Please and vita and accompany-

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PROVOST

North Carolina State University

North Carolina State University invites applications and nominations for the position of Provost. The Provost is the chief academic officer. the position of Provost. The Provost is the chief academic officer.

UNIVERSITY: NCSU is a Research University I and part of the Research Triangle. Sharing the distinctive character of land-grant universities, it is preeminent as a national center for research, teaching and extension. It offers degree programs through the Colleges of Agriculture and Life Sciences, Education and Psychology. Engineering, Forest Resources, Humanities and Social Sciences, Physical and Mathematical Sciences, Textiles, Veterinary Medicine, and its School of Design. A College of Management is proposed to open July 1, 1992. These colleges and schools offer baccalaureate degrees in 89 fields, master's degrees in 80 fields, and doctoral degrees in 51 fields. As the state's largest scademic institution, it canolis over 27,000 students, conferred more than 4,500 degrees in 1992, and has a total operating budget of over \$475 million. Students at the University come from 50 states, three U.S. territories, and more than 90 foreign countries.

The University has approximately 3,000 faculty and other professional porsonnot. Distinguished faculty include members of the National Academy of Science, the National Academy of Engineering, and a number of international academies. Recognized as one of the nation's leading universities in science and technology, the University is ranked 6th among all universities to industry-funded research and 36th in total expenditures for research and development, and its library is a member of the Association of Research Libraries. NCSU hosts more than 35 interdisciplinary research and technology transfer programs, including the newly established Mars Mission Research Center, NSF Center for Advanced Electronic Materials Processing, Center for Accessible Housing, Center for Integrated Pest Management, and the Precision Engineering Center.

NCSU is expanding its research and teaching capabilities as the new 1,000-acre Centennial Campus develops. This campus will be a model for the modern research university, an academic city. The architectural building blocks will be 12 mixed-use clusters containing laboratories, clossrooms, residential facilities, pluzas, and courtyards. The configuration is designed to foster multidisciplinary research and to promote creative interaction between NCSU scientists, students, and researchers and entrepreneurs from the private sector.

NCSU passed a milestone in its history when it recently established the first \$1 million endowed professorship. Since that time NCSU has received gifts to create nine more \$1 million professorships. In 1991-92 NCSU received more than \$35 million in private sector support. This tower of support provides the University with great confidence as it completes a second capital campaign of approximately \$230 million in 1993.

second capital campaign of approximately \$230 million in 1993.

RESPONSIBILITIES: The Provost, as the principal academic officer, remarks to the Chancellor and is responsible for the development of all academic programs and policies in the academic divisions of the University. The Provost works closely with, and receives advice from, the Deans of the schools'colleges, Faculty Senate, Vice Chancellors, and appropriate University standing committees. The Provost will be responsible for developing evaluations for teaching, research, and extension activities which are used to establish funding priorities. The Provost is responsible for the formulation of the annual budget, biennial budget request priorities, and space allocation and planning among the academic divisions of the University. The Provost is expected to demonstrate vision and creativity in planning and implementing academic programs and in working with faculty, students, and staff to articulate the academic philosophy and intellectual and ethical values of the University.

and ethical values of the University.

QUALIFICATIONS: The individual must be a scholar and have academic credentials that merit appointment as a full professor with tenure. Minimum qualifications include an earned doctorate, or a requisite terminal degree in the applicant's area of study; distinguished record as a faculty member, including teaching and sustained scholarly activity; successful administrative experience, including budget formulation and allocation, understanding of the goals and mission of a public research university; and a dedication to equal opportunity. Experience in a significant leadership role at a research university is desirable.

APPLICATIONS: Salary and benefits are competitive and commensurate with experience and qualifications. Applicants should submit a letter of interest and a detailed curriculum vitse. Nominations and applications will be accepted until September 1, 1992 or until a suitable candidate is found, with interviews to begin in the latt. The position is expected to be filled by July 1, 1993. All correspondence should be mailed to: John T. Kanipe, Jr., Executive Secretary, Provost Search Committee, North Carolina State 4 Diversity, Box 7001, Raleigh, North Carolina 27695-7001; phone: 919/515-2200, fax: 919/515-7740. The search committee is being assisted by Dr. John H. Kuhnle of Korn/Ferry Int., phone: 202/822-9444. NCSU is dedicated to affirmative action and equal opportunity and does not condone discrimination in any form.

Social Sciences: Director, Division of Social Sciences, Tallahussee Community College. Candidates are being sought for the position of Director of the Division of Social Sciences (vecency number BESO). Candidates must have the reinformation of a Master's degree from a regionally secreding structure with a major in one of the Serial science disciplines (anthropology, feonomics, geography, history, political science, psychology, or sociology). A minimum of five (5) years of successful full-time postsee condary teaching a specience is required. Three (3) additional years of successful administrative experience is required. Three (3) additional years of successful administrative experience is a second popurturity only of the postsecondary teaching a specience is required. Three (3) additional years of successful administrative experience is a second opportunity only of the postsecondary teaching a specience is required. Three (3) additional years of successful administrative experience is a second opportunity only of the postsecondary teaching a specience is required. quired. Three (3) additional years of successful administrative experience is size required. Community college experience is preferred. This is a twelve (12) month administrative polition with a salary that is competitive and commensurate with experience and enderthials. Please send leiter of application, current resums, and official or unofficial transcripts. Also required are sangles, addresses, and phone numbers of received or political on later than Thursday, June 23, 1992. Personnel Office, 100 Administration Building, Thilahassee Community College, 444 Appleyard Drive, Thilahassee, Fords 32304-2395; (904) 922-3104. Thilahassee Community College is an Equal Cyportunity, Affirmative Action employer. Minorities and women are encouraged to apply.

Social Work: Delawark State College—As-alstant to Full Professor. Nominations or applications are requested for our tenure-purer, position in the Department of Social Work. Professor areas of teaching: (1) pro-tice and HBSE foundation courses and (2) mental health, gerontology, school social

Sociology/August I, 1992, secure-track, as-sistant professor. Earned doctorate is roci-ology. Send Isiter of application, risund, three letters of reference, and transcripts to Obsm Carter, Chair, Department of Socio-oxy/Social Wort, Austin Peay State Uni-versity, Carteville, Tennessee 3704. Re-view of applications will begin July 1 and continue until position filled, Members of protected groups encouraged to spely. An AA/Equal Opportunity Employer.



VICE PRESIDENT FOR UNIVERSITY RELATIONS Florida State University

Nominations and applications are invited for the position of Vice President for University Relations.

versity Relations.

The Florida State University is a public, fully accredited, coeducational institution of the nine-member State University System of Florida, located in Tallahassee, Florida's capital city. It is a comprehensive, graduate-research university offering undergraduate, graduate, and professional programs of study, conducting extensive research, and providing service to the public, its primary rule is to verve as a center for advanced graduate and professional studies while emphasizing research and providing excellence in undergraduate programs.

The Vice President particulate according to the University's commenced in

center for advanced graduate and professional studies while emphasizing research and providing excellence in undergraduate programs.

The Vice President provides executive leadership for the University's governmental relations at the local, state and federal levels, private fund-relating artivities, and illudevelopment of policies and procedures to faciliate the genetal advancement of the University. The Vice President oversees the work of the Office of Governmental Relations, and together with the appropriate boards, oversees the direct support organization of the University including the Florida State University Foundation, the FSU Alumid Association, and the Seminole Boosters.

The Vice President interprets, promotes, and advocates the work of the University to the expressed interests, needs and concerns of those groups. The incumbent also works with officers of other colleges and universities in both the public and private sectors and maintains close relationships with the State University System Office, the other institutions in the State University System of Plorida and the Florida public community colleges to achieve state-wide gools and objectives.

The successful candidate must have an established record of success in higher education administration or other appropriate professional experience which demonstrates the administration of the professional milis. He or she must also demonstrate an ability to delegate responsibility and authority, to supervise professional staff, and to inspire others to creative and effective performance. The Vice President must also have an appreciation for the teaching, research and service missions of the University, a sensitivity to the diversity of the University community, and a comminment to supporting effirmative action.

Salary is competitive and commensurate with experience and credentials. In addi-tion, Florida State University offers an attractive benefits and retirement package. iominations and applications should be sent to:

ons and applications around be seen in.

Professor Leo Sandon, Chair

Search Committee for Vice President for University Relations

President's Office, R-10, 211 Westcott Building

The Florida State University

Tellahassee, Foodia 32306

(904) 644-1083

PAX# (904) 644-1072

Nominations should be received by June 22, 1992. Completed applications, consisting of a letter of application, a resume and four letters of reference, must be received no later than June 38, 1992.

The "Government in the Sunshine" laws of the State of Florida require that all documents related to the search process, including latters of nomination and application be available for public inspection. All meetings of the Search Committee will be come to the auditor. The Piorida State University is an Equal Opportunity, Affirmative Action Employer Women and minorities are encouraged to apply.

Provost and Vice Chancellor for Academic Affairs THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA

The University of Tennesses at Chattanooga (UTC), a comprehensive motropolitan institution, invites nonfinations and applications for the position of Provest and Vice Chancellor for Academic Affairs.

UTC is one of four primary campuses of the University of Tennessee, one of the cidest land-grant universities in the nation. Since its founding as Chattanoopa University in 1886, The University of Tennessee at Chattanoopa has developed a commitment to excellence which reaks on an usual biend of the private and public traditions of Amorican education. In 1969, the University of Chattanoopa and Chattanoopa City College, a Junior college, merged with The University of Tenuessee, creating the only publicly-added baccalements in surface of the private endowment from the University of Chattanoopa remains a source of funds for enrichment of UTC's academic programs and is currently valued at more than \$35 million.

The University's wide range of header's All Sections 1887. The University's wide range of bachelor's (40 majors with 88 program concentrations) and master's 115 majors with 48 program concentrations) and master's 15 majors with 48 program concentrations) degree programs has attacked an encollment of approximately 8,000 students. The student body is representative of 70 Tennassec counties (7,000 students), 36 states (800 students) and 40 foreign countries (125 students). Presently, 285 full-time and 164 part-time faculty comprises the teaching staff, and for 1952-93 the total University budget will approach \$50 million.

The Provost and Vice Chancellor, who reports directly to the Chancellor and servos as Acting Chancellor in his absence, is responsible for providing leadership and management for all ecademic and academic support areas of the University. As the University of cities ecademic officer, the Provost and Vice Chancellor fosters scademic quality; an environment conductve to collegiality, diverse views, and open discussion and an appreciation and respect for ethnic, cultural, and social diversity.

Currently reporting to the Provest and Vice Chancellor for Academic Affairs are the deans of Admissions and Records, Arts and Sciences, Business Administration, Continuing Education, Education, Engineering, Health and Human Services, and Unique Studies, Research, and Program Revitation; and Undergraduate and Special Programs. Academic Affairs also encompasses several support units such as academic and administrative computing, grams and contracts administrative, and Institutional research.

Vominations and applications including résumé and at least three letters of reference should be submitted to: Or. Donald S. Klinsfelter Chair, Search Committee Co Office of the Chancellor The University of Tennessee at Cha Chaitanooga, TN 37400

Review of applications will commence on August 15, 1992.

al Chaltanoga is an equal employment opportunity, affirmative action, Title IX, Section 504, ADA institution

tions. Excellent salaries and frings. Ph.D./ ABD. Three year? P. S. experience, Close when filled. Contact Dr. Stephen Ragan, 701-857-3020. Minos State University, Mi-not, North Dakota 58701.

CHATIANOOGA

vanced Spanish; Fractical Spanish; Topics in Hispanic Spanish; Practical Spanish; Topics in Hispanic Spanish; Adapter is degree required, Ph.D. preferred Screening of applications to begin July i possion open putti illied. Piease subpit jetier of application, vita, and testers of reference to Dr. David L. Clinochierr, Vice Precident for Academic Affairs, Graceland College, Lamoni, lowa 50140. EOE/AA.

Special Ethication Faculty. One Learning Disabled position; one EDDF position—August 1992. Program Director lovel position.

Talladega. Talladega, Alabama

35;60. For further information, call (205) 162-0206, extension 238. Talladega College is an equal employment opportunity em-ployer.

Speach Spokane Community College is in-yiling applications for a non-tenure track Speech Instructor to teach any of the fol-lowing: any great of appech communica-tion, speech and writing for bunkess and professions to include features, job com-munication skills for specific vocational ar-can, interpersonal communication, and small group communication, etc. Must lave a master's degree in Speech Commu-nication or equivatent Salery: 529,530. \$35,162 for a 175 day contract, Antichated date of employment is September 14, 1992.



Clarkson College, a private coeducational institution offering health science programs delivered to over 700 students via bon on-site and distance education modes, is seeking creative, energetic and dedicated professionals for the following positions:

VICE PRESIDENT FOR STUDENT AFFAIRS The Vice President for Student Attairs is a major participant The Vice President for Student Attairs is a major participant in college-wide decision-making, reporting directly to the President. The Vice President is responsible for programs and services for the enrollment and retention of students and for ensuring the quality and character of student college life. Qualifications: Doctoral degree with a focus on student development, 1-5 years of administrative experience, knowledge of the roles and responsibilities of registration and records, financial tid annellment in magning and lead to be presented. cial aid, enrollment management, and residence life. Candidates should have a record of programmate innovation and institutional problem-solving, and a familiarity with higher

DEAN OF PROFESSIONAL DEVELOPMENT The Professional Development Division is one of four division reporting to the Vice President for Academic Affairs. In addition to professional advancement programming, the division plans and implements all corporate staff development activities

Qualifications: Doctorate in educational administration or related field with considerable experience in continuing educa-tion programming. The candidate should demonstrate effective l, interpersonal and communication skills.

INSTRUCTIONAL TECHNOLOGIST The Instructional Technologist reports directly to the Vice President for Academic Affairs and is responsible for moving the College forward in the use of technological support of educational delivery and research embravors. Of prime impor-tance are efforts of the College to serve distant students via ion-time and non-place dependent delivery. Qualifications: Masters degree with an emphasis on educa-tional technology, a good understanding of the role of com-

puters in the educational process and the use of related delivery technologies, and ability to work well with faculty, students and administration. GENERAL INFORMATION Salary: For each position, salary is compentive and consistent

with the level of experience. Applications: Interested applicants should submit a letter of application, resume and references before July 15, 1992 to:

Office of the President 101 South 42thd Street Omaha, NE 68111-2715 800 647-5500

An Equal Opportunity/Affirmative Action Employer

THE UNIVERSITY OF CHICAGO Associate Vice President

The University of Chicago seeks a seasoned science administrator lambar with basic science and energy research to serve as flaison between the University and the Argonne National Laboratory, a multipurpose research laboratory it operates under contract with the U.S. Department of Energy.

The Associate Vice President must have the capacity to work collaboratively and collegially with University administration and faculty, the Argonne Board of Governors, the senior management of the Laboratory, the Department of Energy and other government, laboratory and industrial organizations. As an advocate for the University's Interest, the Associate Vice President will be the flation among these groups and keep the Board and other University officials apprised of any significant issues that may affect the Laboratory's operation of impact the University. The Associate Vice President must provide technical and policy expertise to the Board's deliberations. The Associate Vice President also has the opportunity to be an advisor and consultant to the Laboratory's senior management.

The Ideal candidate for this position must have excellent interpersonal and organizational skills. Significant university experience, particularly in serior administrator roles, is preferred. The person must be familiar with national science policy issues and have the ability to interact with leaders in resemble universities, industry and government. An intimate understanding of the physical sciences, particularly related to energy, is essential. A Ph.D. in a related field is preferred. Experience with lederal contract and oversight procedures, especially with the DOE, is preferred. Women and minority cardidates are especially encouraged to apply.

All indulries, referrals and committee thanks be submitted to: David Welch.

All inquiries, referrals and résumés should be submitted to: David Welch. Vice President, Isaacson, Miller, Inc., 334 Boylston St., Suite 500, Botton MA 02116; phone (617) 262-6500.

To apply, obtain Community Colleges of Spotane Application from Human Resources Office, 2000 North Oreene Street, Spotane, Washington 99207: phone 509-313-7429 and submit with transcript, a covor letter, a detailed resumé, and three recent letters of reference. Application deading July 13, 1992, AA/EOR.

Speech Communication: Cuiver-Stockton College, Canton, Missouri. Tenure-track position available Rai 1952. To supervise growing speech/communication program. To teach basic speech courses and a specing of electives in speech courses and a specing of electives in speech courses and a specing communication. Rank commonsurate with experience and qualifications. Ph.D. preferred. Cuiver-Stockton is a small, financially stable, four-year, co-educational, church-related, liberal airs collega located in southeast Missouri, Send letter of Induity or application and returns to Dr. Robert L. Walson, Dean of the College, Carlver-Stockton College, Canton, Missouri 63435. AA/EOE.

turate with qualifications and exercice birst display excellent undergradual teaching skills in aport management, it well as ability for tased instructional schier classes and advite undergraduate studies. Evidence of service, scholarly, and reservice, scholarly, and reservice, scholarly, and reservice, see a substantial exercises and at least sought. Interest indevendent services, as an age of a service of production of the service, and at least three letters of gondentes to Dr. G. Jean Cerra. Dean, and the service of the se mark deadline: June 30, 1992.

Sport / Recreation Management: Tenth University seeks applications for an Asignation Associate Professor within the Denation Associate Professor within the Denation of Sport Ideassement and Lange Studies. Doctorate or AliD in sont and/or recreation management or a clearly related area with high level profession in a persence is required at its experience has persence is required at its experience has been also persented in the felication of the person of the felication of the person of the felication of the felicati



North Georgia College

Dahlonega, Georgia A Senior Unit of the University System of Georgia

The Board of Regionis of the University System of Georgia and the Presidential Search and Screen Committee of North Georgia College invite applications and nominations for the position of President. The President reports to the Chancellor of the University System of Georgia and serves as the chief executive officer responsible for managing all facets of the college. The position will be available on March 15, 1993 or as soon thereafter as possible.

March 15, 1993 of as soon thereafter as possible.

Established in 1873, North Georgia College is a co-educational, liberal arts institution, which is designated a Milliary College by the Department of the Army. Commuter students and females are under no milliary obligation. Approximately 50% of undergraduate students are dormitory residents. The college has approximately 2,350 undergraduate and 360 graduate students and offers four baccalaureate degrees in 34 academic majors as well as two master's degrees. The college has been experiencing consistent growth in enrollment, over 38% in ten years. The continuing education program enrolls an additional 2,800 participants each year.

additional 2,800 participants each year.

North Georgia College is situated on a 120-acre campus and possesses 331 acres of nearby property, most of which is used for recreational purposes. Dahlonega, with a population of approximately 3,000 people, is located in the foothills of the Blue Ridgie Mountains, only 7 miles from a National Porest. Noted for its quality-of-life, the Dahlonega area has ready access (one hour drive) to metropolitan Atlanta. North Georgia College has earned an excellent academic reputation on the basis of: average freshmen SAT scores in the top 4 of 34 state institutions (first among the senior colleges), the highest retention rate of any school in the University System. 120 full military scholarships, a 121 member faculty (73 with Doctorates) and 4 endowed chairs. The college is supported by an active alumni association, an award-winning Student Government Association, and a strong Foundation. North Georgia College is accredited by the Southern Association of Colleges and Schools, the National Council for Accreditation of Teacher Education, and the National League for Nursing.

Among the qualifications and abilities desired in Presidential candidates are the following:

An earned doctorate or appropriate terminal degree
 Teaching, research, and administrative experience at the college or university level; equivalent experience

reacting research, and administrative experience at the considered
 rence considered
 Evidence of skills in financial management, long-range planning, and resource development
 A commitment to North Georgia College, and its academic, military, and service components
 intellectual and ethnical qualities which command respect
 Demonstrated leadership and communication skills

RULLETIN BOARD: Positions available

Nominations are encouraged and should include current titles and addresses of nominees. Nominations should be postnuarked no later than October 15, 1992. Applications should include a resume and the names, addresses and telephone numbers of at least five references. Applications must be postnuarked no later than October 51, 1992. Letters of nomination and applications should be mailed to the

Dr. Thomas fox, Chair Presidential Scarch and Screen Committee

An Affirmative Action, Equal Opportunity Institution

CHANCELLOR UNIVERSITY OF CALIFORNIA SAN FRANCISCO

The President and The Regents of the University of California invite nominations and applications for the position of Chancellor of the San Francisco campus. The appointment will be effective July 1, 1993.

July 1, 1993.

The University of Chilfornia, Bun Francisco, is one of the nine campuses of the University, and the only one devoted solely to the health sciences. It is one of the world's foremost health sciences universities. Its schools of Dentistry, Medicine, Nursing, and Pharmacy and the Giraluate Division award advanced professional degrees and doctoral degrees in the basic natural and behavioral sciences relevant to health. The campus is a major clinical and research conter for cancer treatment, transplantation, AIDS, pediatric specialties and for resusceh in the basic homedical eciences. The 1991-92 student enrollment is approximately 3,750; faculty and staff number about 15,000. The campus annual budget is approximately one billion dollars.

There are three general scutegars hospitals, an Ambulatory

There are three general acute-care hospitals, an Ambulatory Care Center, and the Langley Porter Psychiatric Institute which is devoted to psychiatric patient care, teaching and research. In addition, the campus has a filliated programs in some 150 institu-tions throughout California.

The Chancellor is the chief executive officer of the campus and is responsible to the President. Within the scope of University policy the Chancellor exercises very broad delegated powers and is responsible for all aspects of campus administration. Candidates abould have demonstrated experience in the administration of substantial organizations, preferably research universities, and should have a strong scholarly record. Applications, accompanied by current résumés, and nominations may be addressed to:

The President
Attn: Search B
300 Lakeside Drive
University of California
Oakland, California 94612-3560

And should be received no later than July 8, 1992, to be given full

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

tion. The successful candidate will teach primarily undergraduate courses in the department but will have opportunities for graduate involvement have opportunities for graduate involvement including teaching of products involvement including teaching department and research supervision. Specordination of fleridwork supervision and as management specific courses, To apply, and arrangement of section of prication, or forcal transcripts of all universities stiended, a current vite, and arrange for three letters of parkings, Search Committee Chair, Department of Sport Management of Language for the letters of parkings. Search Committee Chair, Department of Sport Management and Leisty, 1600 North Broad Street, Philadelphia, Pennaylvania 1912z. Revier of application, or Management and Leisty, 1600 North Broad Street, Philadelphia, Pennaylvania 1912z. Revier of applications will begin line 10, 1997, and Sport Information may libe the line 10, 1997, and Sport Information is filled.

Student Arthities Greek Life and Student Organization Coordinator. North Dakota Staff University seeks professional to join staff of the Memoral Union Office of Student Activities on a temporary two year appointment to administer purpor services to student organizations and senticipate as a resource in leadership development programs; to serve as Greek life advisor to

Teikyo Post University

Seeks REGISTRAR

Responsible for the continued de-velopment of technological appli-cations for the function of registra-Cauchy for the function of regenta-fon, evaluation, and maintenance of student records; analysis of en-rollment data; facilities scheduling; certification for graduation; and course scheduling.

Minimum of five years' experience as Registrar. Master's degree in related field required.

Salary is commensurate with expe-dence. Benefits are excellent. Please forward résumé to:

Dr. Phyllis C. DeLeo Vice President, Academit Affairs 800 Country Club Road Post Office Box 2540 Waterbury, CT 06723-2540

AVECE

U·A·L·R

University of Arkansas at Little Rock

Chancellor

The Board of Trustees and the Chancellor Search Committee invite nominations and applications for the position of Chancellor of the University of Arkansas at Little Rock.

Established in 1927, the University of Arkansas at Little Rock is the state's major metropolitan university which serves approximately 12,000 students with degree programs from the associate to doctoral level. Little Rock is in central Arkansas with a population of 500,000 persons, and is the state's largest city as well as its state capital.

The Chancellor is the chief executive officer of the university and reports to the President of the University of Arkansas System, composed of four academic campuses at Little Rock, Fayetteville, Monticello, and Pine Bluff, a medical sciences campus in Little Rock, a division of agriculture, and an archeological survey.

The successful candidate should have an earned doctorate or terminal degree in an academic or professional field, a background that demonstrates a progression of administrative responsibilities, preferably in a higher education institution. The candidate will have a proven record of administrative performance, including the ability to handle the complexities of public financing and the capacity to secure additional resources. Also, the candidate will be committed to academic excellence and demonstrate an understanding of the major issues and challenges facing a major metropolitan campus.

Experience of the candidate will also reveal documented leadership qualities, including the ability to: articulate a vision of development for the university and take an active role in implementing articulated goals; foster a sense of community among students, faculty, staff, administration, and community members; work in a framework of shared academic governance; and demonstrate genuine commitment to cultural diversity.

Salary and perquisites will be commensurate with experience and qualifications.

Nominations and applications will be accepted until the position is filled. The Search Committee will begin screening applications in mid-August. The preferred starting date is January 4, 1993. Those interested in applying should send a letter of application, a 1 to 2 page statement of philosophy on the nature of and role of a metropolitan university, a resume or vita, and the names, addresses, and telephone numbers of three references to the Chairman of the Search Committee:

> Dr. B. Alan Sugg, President University of Arkansas System 1123 South University Avenue, Suite 601 Little Rock, Arkansas 72204 (501) 686-2505

THE UNIVERSITY OF ARKANSAS IS DEDICATED TO EQUAL OPPORTUNITY AND DOES NOT PRACTICE OR CONDONE DISCRIMINATION IN ANY FORM AGAINST STUDENTS, EMPLOYEES, OR APPLICANTS ON THE GROUNDS OF RACE. COLOR. NATIONAL ORIGIN, RELIGION, SEX, AGE, OR DISABILITY. WOMEN, MINORI-TIES, AND PERSONS WITH DISABILITIES ARE ENCOURAGED TO APPLY.

ALL APPLICATIONS ARE SUBJECT TO PUBLIC DISCLOSURE UNDER THE ARKANSAS POI ACT.

PRESIDENT

Red Wing-Winona Technical College

Auspassips and the state of the

Dr. Harry Vakos ar Dr. Lloyd Nielson Consultants to Red Wing/Wisona Technical College Plath, Nielsen, Rodgera Associates 3674 Big Fox Road Gem Lake, kM 55116-4101 Telephone: (812) 429-6325 Pau (612) 429-6325

Punhelienie and interirateralty councils and to administer a student community service program. Hachelor's degree; Mas-ter's preferred, Minimum two years' pro-fessional experience including significant Greek life experience. Well developed

communication, interpersonal and group advising skells required. Twelve month po-nition available August 1. Sulary range \$12,000-\$15,000. Bend letter of application, returned, and samps, addresses and phone manbers of three references by June 30 to

the Office of Human Resources, P. O. Box 3345 University Station. Pergo, North Deckots 58105, North Dekots State University is an equal opportunity is extinution.

Student Affairs Vice Chancellor for Student Affairs The Vice Chancellor for Student Affairs reports to the Chancellor for Student Affairs reports to the Chancellor and is responsible for the administration of exception in management, merculained, student activities, plagement, recruiting, student activities, plagement, recruiting, student activities and Southern Arthurson University Tech's foundation. The person filling this position must have seven years of work amperience within an educational sating, in addition, the person filling the position must have been accepted in a doctorate program of study, 60 must be substantially is an equal opportunity institution.

Student Affairs: Vice Chancellor for Student Affairs: The Vice Chancellor for Student Affairs: The Vice Chancellor for Student Affairs: reports to the Chancellor and is responsible for the administration of earlies, placement, merulata, student activities and Southern Arianson University Tech's foundation. The person filling this position must have seven years of work experience within an educational satisfie, in addition, the person filling the nosition must have completed the doctorate or in must have been accepted in a doctorate program of study, (b) must be substantially is roughly with the depresent substantially is roughly with the depresent substantially is roughly the substantially is roughly in the substantially is roughly the substantially is roughly the substantially is roughly in the substantially is roughly the substantially in the substantially is roughly in the substantially is roughly in the substantially in the substantially is roughly in the substantially in the substantial substantially in the substantially in the substantial substantially in the substantial substanti Student Life; Director of Student Life. The College of St. Catherine, a private, liberal arts college for women, has a full-time opening for a Director of Student Life. The Director of Student Life is the chief administrator of the offices of Residence Life. Activities and Security on the St. Catherine Campus. The director is responsible for all administrative (budget and operations) and programmatic functions of these offices and for the design and implementation of developmental programs impacting a diverse student population: resident, commuter, re-entry, weekend, international, altorist and graduate students. The director supervises four professional and two support staff as well as a large contingent of

and names and addresses of three refer-ences. Position will remain open until filled, but for best consideration, applica-tions should be pertunated by July 13, 1992, to Sandy Middendorf, Human Re-sources Department, The College of St. Catherine, 2004 Randolph Avenue, St. Paul, Minnesota S5105; Job Line 612-690-6425, EBC/AA. Student Services Dean of Student Set 1.

Senth Carolina Seeking dynamic student control individual to lead student services programs. Responsibilities include admissions, registration and records, counseline, andent activities, financial and intercollegate attention, recalitment, retention, outcomes and coordination with inspection. Salary commensurate with qualifications and experience. Cosing date. July 24, 1992. Send letter of application, returned, uncofficial transcripts, and three cames and addresses of professional references to: Personnel Office, Atten Technical Collegate. P. O. Drawer 695, Aiken, South Carolina 22502-0696. AA/HOB. Women, misorities encouraged to apply.



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EXECUTIVE DIRECTOR Accrediting Commission for Trade and Technical Schools

The Accrediting Commission for Trade and Technical Schools of the Career College Association (ACTTS/CCA) is national in scope and seeks a highly qualified individual as its Executive Director. The Commission offices are in Washington, DC. Its affiliated schools and colleges are located throughout the United States and Puerto Rico.

Butles:
Provide leadership, direction and management of the staff and support to the Commission. The primary role of the staff is to carry out the accreditation process, organize and conduct on-site acthool visits and prepare related reports. The Commission takes action to accredit or otherwise act upon requests and issues of the private schools and colleges who voluntarily seek accreditation. The Executive Director provides continuing oversight of school accreditation and Standards compilance between accreditation reviews.

- Required Guatifications:

 Earned doctorate in education, organizational management, worktorce development and/or related fields.

 Eight years' experience in private and/or public postsecondary education with emphasis on workforce development.

 Five years' successful incumbency in management/supervisory po-
- eligh degree of interpersonal and communication skills.

 Ability to analyze and articulate orally and in written form complex educational workforce and private technical school leaues.

Salary: A compelitive salary and benefits package will be negotiated To apply, call or write for the application packet. Please do not request application materials unless you meet the required qualifications. Re-

ACITS Search Committee 750 First Street, N.E. Suite 900 Washington, DC 20002-4242

Phone: (202) 338-6700 The Accrediting Commission for Trade and Technical Schools of the Career College Association is an equal opportunity employer. Women and minorities are encouraged to apply.

LANE COLLEGE PRESIDENT

Lane College invites nominations and applications for the position of President of the College with duties commencing in September 1992.

Lane College is a private, historically black, church-related (Christian Methodist Episcopal) coeducational, liberal arts college, located in Jackson, Tennessee, ulnety miles east of Memphis.

The Board of Trustees is seeking a broadly-educated person, an effective leader, a skillful administrator, with the energy and vision to lead the college into the 21st Century.

Contege the one zets century.

Candidates must have evidence to indicate: demonstrated experience in administrative and shared governance; involvement in policy development; strong interpersonal, writing and public speaking skills; a demonstrated strength in fund raising and financial management; a dectorate or other significant educational, scholarship and academic experience; commitment to church-related needs in higher education; understanding of student concerns and student life activities and proven strategic planning

residential Search Committee Altn: Mr. James Perkins Lane College 545 Lane Avenue Jackson, TN 38301

Teacher Educations Due to a inte resignation. Warburs College eachs applications for a tenure-lunck position in its teacher education program. Required qualifications: seared doutorate in Curriculum and instruction, Reading, or related area; graduate work in elementary reading, or emit of the properties and sudents to enhance environment for invention disclosure, interacting with University and student teachers; willingness to teach general education. Responsibilities: saven courses pet year, front among Language Development, Reading, Reading in Content Areas, Educational Technology: supervision of elementary student teachers. Salary and patient experience in degree and appropriate experience. Applications about have been supervision of elementary student teachers. Salary and benefits research faculty and interact with legal counsel. Applications; Salary and benefits research professor. Screening bears July 13; postion open until filled. Scod letter of application addressing qualifications, curriculum vitae, unofficial transcripts of undergraduate and appropriate experience. Applications with legal counsel. Applications; Salary and benefits experience and qualifications, Applications and content and research faculty and interact with legal counsel. Applications addressing qualifications, curriculum vitae, unofficial transcripts of undergraduate and appropriate experience. Applications with legal counsel. Applications and content are compectative and commonwheath on top. Les Hutb. Chaft, Education Department, Warburs College, 222 Minh Street, N.W., Waverty, Iowa 50677. AA/BEO.

Technology Administration: North Carolina State University, Director of Technology. Technology. Technology administration specifies of the content of the con

state University, Director of Tachnology Administration. North Carolina State University seeks a Director of Technology Administration, experienced in administrative of resents, copyright, and software policies as well as licensing of intellectual property. General information: North Caroline State University is a land-grant university established in 1887. The University is located in Releigh and is an integral part of the Research Thangle complex. Engoliment is approximately 27,300 with 19,000 students in indegranately 27,300 with 19,000 students in indegranate degree programs, 4,500 in financial degree programs, 4,500 in financial degree programs, and 4,000 in fifting and Schools include Agricultural and Life Sciences, Deslin, Education and Psychology. Bugineering, Forest Resources, Thyracal and Mathematical Sciences, Ferning, verestianty Medicine, Division of Managament, and the Ornotace School. NCSU had 3180 addition in research expenditures and 300 pajent disclosures in 1991-1992. Beld Description: The Technology Administration of Description: Americal and the University of the Office of Research Administration and Extension and the Director reports to the Vice Charcellos in the Carolina Specific responsibilities include administration of patents, copyright, and software policies, becausing of all intellectual property which includes interface with the Triangle Universities Li-

int. PRC Inc., indiciapotis, indicas, PRC Inc., ancounces the search for a reascach, washation aspecialist for its Education and Revination Services Department located in Indianapolis. PRC holds two major contracts with the U.S. Department of Education to provide technical assistance to Casager 1 programs in an eight-state resion. The successful candidate for this position will aerve as the evaluation specialist for both contracts in addition to various contracted research projects. Qualifications: Applicants for this position should have strong technical skills in research design, data collection, and statistical smalyers with statistical programs such as SAS, SPSS, and SYSTAI. The ideal candidate will also have experience conducting qualitative tresearch and aummative and formative evaluation. The successful candidate should have knowledge of tests and measurement lechniques and must demonstrate the ability to interpret and report data to a wide variety of andiences. An earned declarate is preferred. Experience in working with public achool systems and/or with Chapter I evaluation is desired but not required. Application Process: Qualified candidates thould submit a cover letter and resume by July 8 to Dr., Linda Parier. PRC Inc., 2001 Fortune Circle East, Suite 300A, Indianapolis, Indiana 46241.

CEO

Washington Research Foundation (WRF)

The Washington Research Foundation (WRF) is an eleven-year-old non-profit technology transfer company with offices in Seatile, Washington. Currently the WRF employs fourteen staff, five of washington. Currently the WKF employs touriest stati, live of whom are technology licensing associates. As the current President, Mr. Rob Sloman, is moving into the private sector, the WRF Boards seeking qualified applicants to assume management responsibility for this growing organization in the position of CEO. Specific responsibilities of the CEO include:

 day-to-day direction and management of the WRF licensing and support staff.

managing the patenting and licensing activities, license adminis-

tration, information resources.

faculty outreach, corporate communications and relations with client institutions.

development of intellectual property policies and procedures
 provide for the effective administration of the technology transfer

process.
 budgeting and Financial Management.

Qualifications include a minimum of Bachelor's degree in Science or Engineering. Extensive knowledge of science, patent law and licensing of intellectual property is essential.

The position requires sensitivity to the academic ethos while managing an aggressive, complex technology transfer operation. The Foundation has demonstrated success in marketing intellectual property. erty to industry since 1981.

The WRF has non-exclusive technology administration agreements with several academic research institutions in Washington State. The main client is the University of Washington which is the third largest recipient of research dollars in the United States. Approximately half of the research dollars spent at the University of Washington are in the field of Health Sciences

Interested persons who meet the qualifications should send a resumt and letter of application including a presentation of experience and accomplishments relevant to this position to:

Washington Research Foundation Attention: Ms. Ruth Gallion Suite 303, 4225 Roosevelt Way N.E. Seattle, WA 98105

The Washington Research Foundation is an equal opportunity employer.

PRESIDENT



The Board of Trustees of the University of Chicago invites nominations and applications for president. Screening of candidates will begin immediately and will continue until an appointment is made. Please send nominations or expressions of interest to: Howard Krane, Chairman, Board of Trustees, P.O. Box 377590, Chicago, fl. 60637-9998. The University of Chicago is An Affirmative Action Equal Opportunity Employer.



Theatre: Theatre/Director of Theatre. Assistant Professor, tenure-track, or interimposition available depending upon qualifications. Teach non-technical courses in the major and direct three major productions. Dynamic, experienced teacher/directors outsit for a two-person department. Salary is competitive and commensurate with qualifications and esperience. Teaching-directing experiences and Ph.D. preferred. Doans is a small, comprehensive, liberal six collegs located fust 3 minutes from Lincoln, the state capital. Sand application letter, vita, three current letters of reference with phone numbers, and evidence of teaching effectiveness to Dr. Linda L. Mann. Vice President for Academic 8333. Applications will be reviewed as they are received, AAFEOR.

Chancellor

Grossmont-Cuyamaca Community College District San Diego County, California

The governing board of the Grossmont-Cuyamaca Community College District invites applications and nominations for the position of

RULLETIN BOARD: Positions available

Located in El Cajon, California, the District includes Grossmont College, a 135-acre campus serving approximately 17,000 students; Cuyamaca College, a 165-acre campus serving approximately 5,000 students; and Theatre East, an outstanding 1,200-sear facility which serves the community with a variety of educational and cultural activities.

Education: A master's degree is required; an earned doctorate or M.B.A. is strongly preferred, but not required.

Preferred Professional Experience: Demonstrated success in a senior administrative role in a complex organization. Demonstrated technical knowledge and leadership experience in strategic planning, fiscal management, human resources development, legislative and community relations, facilities planning, curriculum and instruction, and collective bargaining. Demonstrated ability to identify and secure external sources of funding. Instructional, business services, or student services experience in higher education. Experience in working with diverse community, faculty, staff and student groups. A demonstrated commitment to affirmative action. Demonstrated understanding of and commitment to the community college philosophy. Demonstrated ability to respond to social, technological, and economic change in a constructive manner. Demonstrates confilment to maintaining a program of strong community relations.

Direct inquiries, nominations, and requests for application information to he search consultant:

Paula Carabelli Senior Vice President Ira W. Krinski & Associates P.O. Box 93127 Pasadona, CA 91109-3127 (818) 568-3311 FAX (818) 568-1656

Complete application packets must be received no later than 5:00 p.m. (PDT) July 10, 1992.

An Affirmative Action/ Equal Opportunities Employer

Executive Director

Accrediting Commission for Independent Colleges and Schools Career College Association

Commission is a D.C.-based institutional accrediting commission accrediting 800 private carear institutions. Duties as chief developer and implementer of policy and manager of opera-tions staff of 15,

Experience in accreditation or compliance; postsecondary career school management; research, statistics, curriculum; multi-million-dollar budget development/management; media and government relations; effective oral and written communications; working with voluntary boards. Education to include graduate degree in higher education or general/bust management.

Applicants to provide résumé, references, salary requirements, and letter of interest to include evidence of familiarity with philosophy, goals, procedures, and membership of Commission. None considered alter Juné 30.

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Ursan Artaint The University of Alabama at Birminaham, Director, The Center for Urban Affairs (CUA). Qualifications include an earned doctorate from an accredict college or university, with proven research expertise related to urban life; proven the life as a facilitator of communication between the citizenry and various leadership groups of an urban strate aronen size.

CHANCELLOR

The University of Michigan - Dearborn

Nominations and applications are invited for the position of Chancellor of the University of Michigan-Dearborn. One of three University of Michigan Campuses, DM-D is an educational community grounded in the liberal arts and sciences, which offers high quality, accessible undergraduate, graduate, professional and confinuing education programs to a diverse and talented student body primarity from metropolitan Detroit. The campus is comprised of four academic units: the College of Aris, Sciences, and Letters and the Schools of Engineering, Education, and Management. The campus serves approximately 8,000 commuting students: 7,000 undergraduate & 1,000 graduate.

The Chancellor, under the general direction of the President of the The Chancellor, under the general direction of the President of the University, serves as the Chief Executive Officer of the University of Michigan Dearborn. The Chancellor exercises broad delegated powers and is responsible for all aspects of campus administration.

Candidates should have substantial administrative experience in high-candidates should have substantial administrative experience in high-er education; experience in working with an urban, multicultural com-munity; excellent communication and presentation skills; commit-ment to teaching, scholarship, and service as roles of a comprehen-sive, regional institution; strong interpersonal skills; and experience in seeking private and corporate funding.

The University of Michigan is strongly committed to sustaining and enhancing the diversity of its students, faculty, and staff, and invites and encourages applications from minority and female applicants.

Applications or nominations should be submitted by July 17, 1992 to:

The University of Michigan-Dearborn Chancellor Search c/o Ma. Adele Henry, Secretary to the Search Committee 4901 Evergreen Road Dearborn, Michigan 48128-1491

PRESIDENT

NORTHEASTERN OKLAHOMA A&M COLLEGE Miami, Oklahoma

The Board of Regents for Oklahoma A&M Colleges is accepting applications or nominations for the Presidency of Northeastern Oklahoma A&M College, information pertaining to the institution and position, including selection criteria, position description, etc., may by obtained by writing to the address shown below. Résumés or applications received may be considered up to the time the position is filled; however, to be assured of canaderation the same must be received by August 21, 1992. All communications should be made in writing to:

All communications should be Carolyn Savage, Chairman Screening Committee A&M Board of Regents 2800 N. Lincoln Boulevard

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

PRESIDENT

Troy State University in Montgomery

Montgomery, Alabama

The Chancellor of the Troy State University System invites applications and nominations for the position of President of Troy State University in Montgomery.

Montgomery.

Troy State University in Montgomery is one of three independently accredited campuses of the TSU System. Located in Alabama's capital city, the University is an urban, coeducational evening university, dedicated to providing excellence in traditional and non-fraditional educational opportunities for mature students of all recial and ethnic backgrounds. With a primary mission of serving adult working students, the University limits educational opportunities to those areas in which it is best qualified. These opportunities lead to the associate, bachelor's, master's and education specialist degrees in the Arts and Sciences. Professional Education, Business, Computer and Information Sciences, Behavioral Sciences and Human Services. Current enrollment is 3,300, an increase of 40% in the last five years.

The President has overall academic and administrative leadership responsibilities for the University and reports directly to the Chancellor. The following qualifications are considered essential:

- A genuine concern for students with a special appreciation for the adult student, including military personnel, who must balance devo-tion to learning with other life demands;
- Demonstrated budgetary and financial management skills to provide loadership in a time of constrained financial resources;
- Visionary leadership ability and strategic planning skills to further develop and implement the University's unique mission;
- Sensitive interpersonal skills in order to work cooperatively with the Chancellor, System Executive Committee, faculty, staff and students;
- Successful experience in higher education administration in an adult setting with a commitment to excellence;
- The ability and willingness to communicate the mission of the University to the community at large, enhancing visibility and inspiring broad financial support;
- Demonstrated commitment to affirmative action and the promotion of cultural diversity; and
- An earned doctorate in an appropriate field.

Application Procedure: This position will be available September 1, 1992. The Search Committee will begin reviewing applications on July 10, 1992. A letter of application, detailed vita and at least five references should be submitted to:

Dr. Douglas C. Petterson, Chair Presidential Search Committee Troy State University System Adams Administration Building Troy, Alabama 36082

The Troy State University System is an equal opportunity affirmative action employer.

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Washington, D.C. 20037

End Paper



Woman With Dead Child' forcefully captures the notion of grief and loss, and is perhaps the strongest image Käthe Kollwitz ever made. Of all the woestricken pictures, and there were many, this was so devastating that her lifelong friend Beate Bonus-Jeep was shocked when she saw it. "Jeep," as Kollwitz called her over their sixty-year friendship, later recorded her reaction.

A mother, animal-like, naked, the light-colored corpse of her dead child between her thigh bones and arms, seeks with her eyes, with her lins, with her breath, to swallow back into herself the disappearing life that once belonged to her womb. When I saw [it], by chance we had not heard from each other for a long while. In the exhibition I suddenly found myself in front of the etching and turned quickly out of the room in order to compose myself: "Can something have happened with [her son] little Peter, that she could nake something so dreadful?" No! It was pure passion itself, the fo sleeping contained in the mother animal. . . .

Jeep's words capture the primal nature of "Woman With Dead Child." Her characterization of the figure as "mother animal" strips away in words, as Kollwitz stripped away in the image, any vestige of "civilized" or rational mourning. In the bestial pathos of this motif, Kollwitz laid bare the savage force of the deepest human emotions.

"Käthe Kollwitz." an exhibition of more than 100 drawings, prints, and sculptures by the German artist will be on display at the National Gallery of Art through August 16. The text above is by Elizabeth Prelinger, assistant professor of fine arts at Georgetown University and curator of the exhibition. It is excerpted from the catalogue, which is copublished by Yale University Press and the National Gallery of Art. Judith Brodle, assistant curator in the department of drawings at the gallery, was consultant to the exhibition.

Public Health Service Plans Hearings for Scientists Accused of Fraud

nesses and evidence to rebut the

The panel will then make a deci-

By STEPHEN BURD

The Public Health Service has cess to evidence against them, the New protections for whistle announced it will make sweeping changes in how it handles charges of scientific misconduct. The aim: to give accused scientists more opportunity to defend themselves.

All scientists with grants from the service who are charged by the government with research fraud will be offered trial-like hearings before a federal appeals board. At present, only scientists fighting an agency decision to cut them off from federal research money are offered a hearing.

The new policy will apply to university and government researchers supported by the National Institutes of Health, the Centers for Disease Control, the Alcohol, Drug Abuse and Mental Health Administration, and the Agency for Health Care Policy and Re-

The decision to introduce hearings at the federal level is in part a response to heated assertions by university researchers and scientific societies that those accused of scientific misconduct have not been able to defend themselves against charges of wrongdoing. They complain that spurious charges can destroy scientific cu-

Separate Offices Proposed

Another major goal of the reorganization is to put the job of investigating charges of misconduct and the job of ruling whether the accused scientist is actually innocent or guilty of the charges in separate

Currently the Office of Scientific Integrity, which is housed on the NIH campus and is monitored by the agency, performs both of those

in the new system, an Office of Research integrity would replace the Office of Scientific Integrity and be put solely under the authority of the head of the PHS. The office would also be moved from the NIH campus and would only invesligate charges of wrong-doing.

James O. Mason, the Assistant Secretary for Health and head of the U.S. Public Health Service, told members of the Office of Scientific Integrity advisory board here last week that the change was intended to answer the concerns of lawmakers over whether the institutes, which distribute federal money for biomedical research, should also be in charge of investigating malfeasance in that re-search.

Access to Evidence

A division of the Office of Research Integrity will monitor university research-integrity investigations, and in certain cases conduct its own investigations into allegations of research misconduct. The division will also help the Public Health Service legal counsel draw up the cases against accused

At that point, the scientists will be offered a hearing. The hearings will be conducted by a separate body, the Research Integrity Adjudications Panel, which will come out of the Department of Health

and Human Services. The hearings

A new definition of research Florida, said that if the changes ROCKVILLE, MD. will allow the accused scientists ac- misconduct.

> right to a lawyer, the ability to cross-examine witnesses, and the charged. chance to present their own wit-

■ The introduction of a statute of limitations for the filing of harges against a scientist.

sion regarding the scientists' culpafail to comply with Public Health bility that will be passed on to the Service regulations. Assistant Secretary for Health. Advisory board members pre-

dict more changes. They are considering the following:

Alterations in the PHS ALERT System, a list that goes out to fed- ties for Experimental Biology and eral agencies of scientists who are director of the Center for Nutribeing investigated for misconduct. tional Science at the University of ology in the School of Medicine at presenting a decision.

blowers and for scientists wrongly opportunity of accused scientists

more balanced process for handling misconduct cases." Penalties for institutions that

Biomedical researchers said the changes were a step in the right di-

rection. Robert J. Cousins, president of the Federation of American Socie-

found guilty of misconduct. At the advisory meeting, Barba-

Hearings May Be Too Late

process may come too late, "only after there is a strong perception of were "coupled with a tight definition of scientific misconduct, the to request an early hearing, and strict limits placed on the ALERT system, it could result in a fairer,

But Nicholas H. Steneck, a professor of history at the University of Michigan and chairman of the advisory committee, said in an interview that that was what the changes were meant to avoid, by separating the investigative and adjudicative offices.

the University of Maryland, ex-

pressed concern that the hearing

The Office of Research Integrity Representatives of scientific sowith the Public Health Service legal counsel "will operate like the cieties argue that the names of sciprosecutor bringing an indictentists should not be entered in the ment" against the accused scien-ALERT system until they have been tists, he said. But a "separate entity," he said will weigh the evira C. Hansen, a professor of physi- dence from both sides before

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Big Gifts and a 'Can Do' Attitude Mark Perot's Education Record

tance of basic biomedical research and the idea that the cures and preventions of the future are going to as a public person." come from an understanding at the cellular and molecular level," Dr. Perot's philanthropy does not grams, not just a few, and you have Wildenthal says. "He is very com- mean he knows how to manage edmitted to the concept of basic reucation and research issues on a that with education, in a poor state,

denthal can recall any discussions House of Representatives Higher with Mr. Perot about federal policy Education Committee and a sup- Mr. Perot's philanthropy has usurelated to research, but they both say Mr. Perot's record as a philan- says it is easier to be a philanthro- achieved prominence and that he is thropist makes them optimistic pist than a government official. about how he would handle federal agencies that support research.

LEGISLATION

HR 4990, S 2403

1

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1

exchange HR 3216

National Institutes

Appropriations Bills for Fiscal 1993

(Amounts in millions of dollars, rounded to nearest million)

Status of Federal Legislation

As of 6 p.m. June 11, 1992. Bold type indicates changes since May 28, 1992.

private philanthropist is exempla-

national level. Wilhelmina R. and Ross Perot has not." Neither Dr. Howe or Dr. Wil- Delco, chairwoman of the Texas

tem, you can decide where to put help. "His approach to research as a your money because it will be

MAJOR PROVISIONS

earmarks for 19 university-based research projects. Would-cut the National Science Foundation's 1992 research budget by \$2-million. Would out the National Institutes of Health budget by \$2.875-million.

BOTH BILLS: Would change federal copyright law to make it easier for scholars to quote from unpublished documents.

Education research BOTH BILLS: Would regultiorize the Education Department's Office of Educational HOUSE: Approved HR 4014, S 1275 Research and Improvement Would refer to any second and improvement.

Research and Improvement. Would ofeate new programs to disseminate the research sponsored by the office.

HOUSE BILL: Would authorize \$20-million in new federal spending on educa-tional and research exchanges between American and Latin American colleges

HOUSE BILL: Would create a board to set research priorities for the Education SENATE: Approved

SENATE BILL: Would create a board to envise the Education Department on March 18, 1992 metions and for exchanges with nations in Central and Eastern Europe.

BOTH BILLS: Would eiter the Job Training Partnership Act by providing more money for education and job training for people who are the most disadvantaged. Would link job training programs supported under the act to state and federal efforts to reform the welfare system.

COMPROMISE BILL: Would reauthorize the National institutes of Health. Would lift of ban, imposed by the Administration on federal support for research involving the transplantation of federal tissue. Would authorize additional spending on the transplantation of federal tissue. Would authorize additional spending on the problems affecting women. Would codify a requirement that clinical trials using NiH funds include women as subjects unless researchers can present compalling scientific respons for excluding them. Would make it more difficult for the Segretary of Health and Human Services to block federally supported

HOUSE BILL: Would amend the 1988 law that authorized the National Science House Poundation for five years by relating the foundation's budget celling for fiscal 1992 to the President's recommended level of \$2.721.6 Hillor. The emendments would also allow up to \$40 million to continue the program to repover research fedilities and up to \$33.6 million to start a new program for research equip.

House Birli Would reauthorize the Higher Education Act for five years - Would in conference supporters, \$4,000 for other under graduates, and \$7,500 for freehmen and dephasional supporters and supporters of the would replace guaranteed student loans on some dampuses. Would establish new maximum size for Pell Grants in 1988-94 for \$2,750 plus one quarter of uniton up to from calculations of wealth used to determine all all floring for business. Sawire this would require his action to determine all all gibility.

Sawire this would require fixed to determine all eligibility.

maintels Sie ford Student Loars, with loat imits of \$3,000 of year for indigment and \$3,500 of year for south impress \$5,000 for other undergraduates, and \$3,000 for graduate suggests. Would establish a new maximum size for hell families of \$2,300 plus principarities; or build a stabilish a new maximum size for hell families with acquait indomes of least thin \$50,000 would exclude the edulity a family owns in a bonus or familiasing a families of wealth lead to definition and eligibility.

Research facilities BOTH BILLS: Would make it a federal oring to varidalize facilities used for IRR 2407, 8 844 research on animals of to remove primate from such tabilities.

COMPROMISE BILL: Would eliminate \$1.349-million in earmarks for college projects in fiscel 1992 appropriations bills. Would grant the Secretary of Defense the authority to decide whether the Pentagon should provide \$115.9-million in

ry," Dr. Wildenthal says. "I can say they are glad to have it," she says. "When you are dealing with public money, you have to deal Others, however, say that Mr. with a broad spectrum of proto balance. Bill Clinton has done

Several Texas educators who ask not to be identified note that porter of the Clinton campaign, ally come after a university has better at supporting those institu-"When you are outside the sys- tions than those that need a lot of

A review of the public tax rec-

STATUS

Public law 102-298

HOUSE: Approved

March 12, 1992

SENATE: Passed

June 10, 1992

HOUSE: Approved

April 2, 1992

H Rep 102-498

SENATE: Passed

October 16, 1991

STATUS

HOUSE: Approved

by con

September 27, 1991

ords of the Perot Foundation. through which Mr. Perot now from I don't care what color je makes most of his charitable donations, indicates that much of his current philanthropy to higher edu- ed in what you can do and whe cation is paying off the pledges he made to the University of Texas. Gifts he has made to other colleges are generally much smaller and go to institutions with which Mr. Perot has some personal connection.

For example, in 1991 the foundation gave \$5,000 to Texas Christian University, the alma mater of Mr. Perot's sister; \$5,000 to the University of North Carolina at Chapel Hill, where his daughter is enrolled; and \$1,500 for athletic programs at the U.S. Naval Academy, Mr. Perot's alma mater.

Some criticize Mr. Perot's phianthropy as elitist. But his supporters note that one of his first big gifts-a 1969 donation of \$2.37-million-went to an inner-city Dallas elementary school. And last year his foundation gave \$10,000 to Paul Quinn College and \$5,000 to the United Negro College Fund.

Wide-Ranging Reforms

Like his philanthropy, Mr. Perot's involvement with Texas education brings him both praise and criticism. The commission that Mr. Perot led in 1984 came up with a wide-ranging set of reforms for public schools in addition to the "no pass, no play" rule. The reforms recommended tests that high-school seniors must pass to win diplomas, new tests to evaluate teachers, and smaller classes.

Mr. Perot is widely praised for throwing himself into the debate with full force, hiring lobbyists at his own expense to win over legislators who were under enormous pressure from high-school football coaches to oppose the reforms.

After the reforms were passed, Mr. Perot returned to the Legislature in 1987 and 1988 to oppose budget cuts proposed by Governor Clements for public schools and colleges, Political observers say that Mr. Perot's involvement persuaded many legislators to prevent the cuts.

Mr. Perot and his supporters cite the lobbying campaigns as evidence of his commitment to education and his ability to push for concrete improvements. Others remain skeptical—particularly of his emphasis on testing.

Kevin Morse, a professor of education at the University of Texas-Pan American, says the standardized tests required of students have resulted in the "bleaching" of education as disproportionate numbers of minority students failed.

"Some of his recommendations Worthwhile," Mr. Morse says. that have been strapped for call "But even though he is a mover, he "the first issue for colleges is going doesn't understand the breadth of to be the economy. the problems in education."

"Anybody can raise standards. It's associate dean of the Colleged more important that you prepare students to meet the standards."

'Strictly on Merit'

In addition to his record on education, Mr. Perot has also made comments about other issues that affect colleges less directly. For example, he has raised questions about affirmative action, while at and expand the tax base." about affirmative action, while at

the same time pledging his oppor **Government & Politics** tion to discrimination.

In a C-SPAN interview, Mr. Pag said; "I don't care where you core are or what race or religion w are, what sex you are, I'minters you've done lately. We judge po ple on merit and strictly on ment,

On economic development, lig Perot has shied away from endon ing the concept of "industrial pocy." but has said that the United States should examine how large works with businesses to develop better products.

On taxes, Mr. Perot has god mixed signals—saying in some of terviews that he would try to a duce taxes, but in others that he might support tax increases forel. ucation.

Taken as a whole, his recordate evolving platform leave many is higher education still wonders about how a Perot President would affect their institutions Robert H. Atwell, president of the American Council on Education says: "I'm really unaware of whee

"I'm really unaware of where this guy stands or

higher education. it's

awfully easy to get popular pretty fast by

being vague."

this guy stands on higher comtion. It's awfully easy to get popolar pretty fast by being vague abouspecifics."

Those who are most critical Mr. Perot say that he should com forward with specific educates proposals, and that he should we the American public to be willing! cough up more money to pay in uprovements.

Unrealistic Expectations

Says Senator Zaffirini, who one taught journalism at Laredo lui College: "We need more more for student grants. We need may толеу for work-study. Est? American student who wants and lege education should get one.25 he should lay out a plan for doing

Others in education, include some who are backing other case. dates, say college officials are ut realistic to expect lots of dela from Mr. Perot. Samuel W. Speck Jr., the president of Musking College and a Bush delegate to 1988 and 1992 Republican Nation much money for higher education coming from state governme

Leslie C. Campbell agrees. Says State Sen. Judith Zaffirini: Campbell is leaving his position? Liberal Arts at Auburn University next month to volunteer for the ft rot campaign full time in Texas.

Mr. Campbell says Mr. Peroli "more electable" without speci proposals. Mr. Perot will be good for higher education, Mr. Camp bell says, "because he will developed ■ Interest rates lowered for 2 student-aid programs in 1992-93

■ House panel rejects Bush's budget increase for supercollider ■ Columbia U. threw away documents related to a federal audit

WASHINGTON UPDATE

expected to be approved by the

House this week, would pro-

than this year's level, and \$340-

Ætna

has announced that the interest billion from this year's level. rate for two student-loan pro-The Senate has not yet considgrams would be 7.51 per cent in ered its version of the bill, but 1992-93, a decrease of nearly some lobbyists expect it to provide two points from this year. \$550-million for the supercollider. The House panel's bill, which is

Larry Oxendine, the director of policy and program development for the Education Department's student-aid office, told a meeting of vide \$1.4-billion for general-sciguarantee-agency officials that the ence programs, \$24-million less new rate for Supplemental Loans for Students and Parent Loans for Undergraduate Students could put the programs in competition with the larger Stafford Student Loan

The Education Department

The Stafford program has an interest rate of 8 per cent that is fixed by law. The rate for supplemental and parent loans is set annually and has reflected the national decline in interest rates, falling from 11.49 per cent in 1990-91 to 9.34 per cent in 1991-92.

Campus officials, though, said the Stafford program would continue to be a better deal for needy students because the government pays the interest on the loans while the student is in college and during a six-month grace period. The interest on the supplemental and parent loans begins to accrue 60 days after the loans are made.

The aid officers said the lower rates for the two programs would benefit middle-income students who are not eligible for the needbased Stafford loans. Barry W McCarty, director of student aid at Lafayette College, said the rates would make the two programs competitive with several private student-loan programs and some state programs.

---THOMAS J. D. LOUGHRY

The House Appropriations Committee last week approved a fiscal 1993 spending bill for the Department of Energy that would provide \$483.7-million for the Superconducting Super-

Although the amount would keep spending for the construction of the subatomic-particle collider at the same level as this year, it epresents a \$166-million reduction rom President Bush's request.

Proponents of the collider warned that the reduced support could significantly increase the cost of the \$8.25-billion project and delay the collider's 1999 compl tion date, Henry M. Gandy, assistant to the chairman of the Texas National Research Laboratory Commission, the state agency responsible for the supercollider, said a preliminary study indicated that the committee's spending level could delay the project by 12 to 18 months and add \$300-million to its overall cost.

Rep. Tom Bevill, Democrat of labama and chairman of the House Appropriations subcommittee with jurisdiction over energy and water programs, said the measure was the most difficult his panel had ever crafted, because of the need to find places to cut \$21.8- programs, an increase of \$3-million

-KIM A. McDONALD

Columbia University last year threw away about 150 boxes of records on its research costs while a federal audit was still in progress.

from this year.

The boxes contained original inmillion for magnetic-fusion-energy incurred and then charged partly to

ing that an associate controller who believed the records "were no longer subject to government audit" had approved their disposal.

After 18 months of auditing the 1986 records, the Defense Contract Auditing Agency had issued an audit report in September 1990, the statement added. The associate controller disposed of the original documents in November 1991, according to the statement, "because of severe space limitations in the residential building where they were stored."

Phillip E. Rogers, executive officer for the audit agency, said the audit for 1986 had never officially voices for the bills that Columbia been closed. That will not happen until the university and the govern-

the government for fiscal 1986. The ment have negotiated a final settleuniversity issued a statement say- ment of accounts for 1986. The 1990 report was intended to be used for the negotiations.

In March 1991, before the records were destroyed, Mr. Rogers added, his agency informed the university that it was seeking additional information for 1986 because of concerns about improper overhead charges at other universities.

Federal regulations, Mr. Rogers 🦘 😗 said, prohibit universities from disposing of their original records of research costs in a given year until three years after the government and university have reached a final settlement for that year.

The agency is not seeking a criminal investigation of the matter, he added, but it is not precluded from doing so later. —COLLEEN CORDES

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California Colleges Say More Big Budget Cuts Will Damage Education

eliminated 743 non-faculty positions and left 644 positions vacant. About 2,000 part-time instructors were not rehired, and more than 5,000 class sections were cut. Enrollment declined by 7,000.

Another round of big cuts would be devastating, said Barry Munitz, chancellor of the system. "To suggest cuts of this scale is the equivalent of saying the state no longer wants to provide public higher education," he said.

Mr. Munitz recently told state legislators that a 25-per-cent cut would exceed \$400-million, the equivalent of the total budgets of three large and one medium-sized campuses, or the total budgets of nine small and mid-sized campuses in the system.

"Those numbers are crazy," he said in an interview last week. "They would fundamentally change the institution. It will take years and years to recover. These things get destroyed very easily."

Layoff Notices to 190

Mr. Munitz held a meeting of the 20 system presidents last week to plan for the cuts. He said at the time that the system could avoid layoffs of tenured faculty members only if an early-retirement package were adopted, tuition rates were increased, and the state appropriation were cut by no more than 6 per cent. Those conditions no longer appear possible.

Individual campuses have already taken steps in anticipation of the cuts. San Diego State University, one of the system's largest campuses, sent out layoff notices to 190 faculty members last week. Of those, 145 are tenured or on the tenure track. The campus has also they're just devastating the place." eliminated nine academic departments, made cuts in four others, and eliminated athletic competition

smaller campus, 76 layoff notices by voters in 1988, guarantees the



Barry Munitz, chancellor of the California State U. System: "To suggest cuts of this scale is the equivalent of saying the state no longer wants to provide public higher education."

were sent to faculty members and lecturers. Only one tenured faculty member was laid off. The campus has not yet decided whether to cut or eliminate any programs or departments.

Thomas J. Ebert, president of the California Faculty Association's chapter at Fresno State University, which is also experiencing widespread cuts and layoffs, said a huge budget cut would demonstrate the state's lack of commitment to quality education. "They're going to have to decide what kind of education they want to provide," he said. "Right now,

The community colleges, which receive about 60 per cent of their budget from the state, are in a less precarious position than the uni-At Humboldt State University, a versities. Proposition 98, passed

community colleges and the public measure to be modified in times of schools a specified portion of the

When the final budget cuts are smaller proportions than the other chancellor for public affairs for the community-college system: "We know that it's not good, but we don't know how bad it will be."

The outlook for community colleges could worsen, however, if the

The University of California system relies on the state for 40 per made, the community colleges will cent of its budget because it rereceive reductions, but probably of ceives substantial amounts of money for research from the federal systems'. Said Ann Reed, vice- government and has major fundraising operations.

'Generations to Correct'

Still, campus officials are fearful of the expected reductions. David P. Gardner, president of the sysstate rescinds Proposition 98 or in- tem, testified before legislative vokes a provision allowing the committees that a 25-per-cent cut

STATE NOTES

Academic programs cut at U. of Maryland

Panel seeks new college system for Arizona

to the system would be so dramate that it would require the equivalent of a 30-per-cent cut in faculty as staff positions or a \$5,000 asp dent fee increase to make up for

"A university is not like a spen you can turn on and off. It has the en 125 years to build uc. It would not take long in the current first environment to do damage da would take generations to conrect." he added.

While the University of Calify. nin wields considerable political clout in the state, it is currently am embarrassing situation. Recor revelations about a generous atirement package for Mr. Gardne, who carlier this year announced is plan to leave his position, lan prompted a steady stream of concism from lawmakers who suggest ed that there was waste that could be cut from the system.

Influencing the Legislature

Students have joined administrators and faculty members in tryic their hand at influencing the legs; lature. Since last year, when fee began to rise and services begans drop, students across the state have demonstrated on the campues and in Sucramento. Now that the spring semester is over, the campus activity has quieted down, but student organizations continu to press for the rights of students a solid and affordable education.

Lee Butterfield, executive director of the University of California Students' Association, said the state, not the universities, deserved most of the blame for the decline in services to students.

Mr. Butterfield said of the cos: "We think they will be really bad. It will be a grave mistake to desiry higher education. It would set is

& Take

Hard times have forced the library at the University of Massachusetts at Amherst to resort to what even librarians call bizarre fund-raising methods.

The library is asking students and professors to give Hershey and M&M/Mars candy wrappers to the library. M&M/Mars and Hershey Foods Corporation have agreed to donate five cents to the library for each candy, ice cream, and snackfood wrapper it collects.

Over the past five years, state cuts have decreased the library's acquisitions budget from \$4-million to \$2.2-million. As a result, the library has reduced its number of serial subscriptions from 16,700 to 13,500 and the number of books it orders annually from 44,000 to fewer than 10,000.

Library officials say traditional appeals, including letters to state legislators, haven't brought results. So they're hoping more-radical approaches will bring attention to the library's plight.

With the approval of professors, the university's faculty club is now charging \$1 extra for a bottle of wine. That dollar goes to the library.

In April, librarians held a bake sale outside the statehouse, where a bill that would increase the library's budget had been introduced. The sale earned \$122.12.

The Sigma Phi Epsilon fraternity even held a "Couch Potato Marathon" outside the library. Students sat on sofas and watched television for 48 hours, raising \$410 in donations from passers-by.

For this fall, the 28-floor library is planning a stair-climbing contest. Although details haven't been worked out, people will probably pledge a certain amount of money for the number of floors others climb.

"It's a bit humiliating," says Jeanne Kocsis, the library's interim associate director for collection development. "Some of us feel silly doing this. But people on the campus need to feel that they are doing something."

A Minnesota state legislator, Gioria Segal, was so moved by Anita Hill's testimony before a Senate committee last year that she started a campaign to endow a professorship at the University of Oklahoma Law School to honor Ms. Hill.

Ms. Segal and her network of Hill advocates, including former Minnesota Lieut. Gov. Marlene Johnson, have sent letters to elected ds who supported Ms. Hill So far they have raised \$91,000 in ledges and expect to reach \$125,000 by mid-July.

Donna Murphy, the university's interim director of development, says the endowed chair cannot be illed until it is completely financed. University regulations require \$500,000 to establish a chair, with \$250,000 from private sources and \$250,000 from the state.

The chair could be designated for someone other than Ms. Hill, but she probably would be the first recipient, Ms. Murphy says.

Business & Philanthropy



Patricia A. Graham of the Spencer Foundation: "Educational research, unlike health research, does not have any instant breakthroughs in which you suddenly find a great new solution."

Spencer Fund, With a Unique Niche in Philanthropy, Seeks to Make Education Research a Priority for Others

But critics question its mission, saying that studies don't solve problems facing the nation's schools

lion, the foundation awarded \$8.2-million

By JULIE L. NICKLIN

If Patricia Albjerg Graham ever needs to be reminded of the mission of the Spencer Foundation, which she now heads, she would have to look no further than her office wall.

There hangs a framed enlargement of a note written by the foundation's creator. Lyle M. Spencer, shortly before his death in 1968, "All the Spencer dough was earned, improbably, from education," wrote Mr. Spencer, an educational publisher. "It makes sense, therefore, that much of this money should be returned eventually to investigating ways in which education can be improved, around the

Those words have shaped Spencer into the nation's only foundation committed solely to supporting basic education research. With assets totaling \$224.7-mil-

last year to university researchers examining such issues as how students learn mathematics, what factors affect a minority student's success in school, and how a student gets admitted to Harvard Universi-

Only Reliable Source of Funds

Although Spencer's grant-making focus has given it a unique niche in the foundation world, the organization at times has been forced to defend its mission. Some critics contend that education research is ineffective and esoteric and doesn't solve problems facing the nation's schools. Those concerns have caused other grant makers and government agencies to move away from education research.

Despite those trends, Spencer officials maintain that research is vital to improving education. Many education researchers

credit Spencer with being the only reliable source of money for their work. Spencer money, they say, has resulted in better research-and a better understanding of how to improve education.

Orlield, professor of education and social policy at Harvard University, who has used Spencer grants to study school desegregation. "It didn't find a fad of the moment or follow the conventions of the

'Sense of the Problems'

Now Spencer, which over the years has gone quietly about its mission, is taking steps to see that education research becomes more of a priority for others. Since becoming the foundation's president in September, Ms. Graham has met with. foundation and government officials in an

Continued on Following Page

In Bow to Congress, Alexander Delays Guidelines on Minority Scholarships

Continued From Page A21 who organized the Congressional push for a delay of the guidelines, said he thought the GAO study would take from six to nine months. He called Mr. Alexander's decision "constructive," saying: "I hope this means we will have a chance to move away from a policy that was unnecessary federal intrusion into a constructive at-Rempt by the academic community to have diversity."

Senator Has Mixed Feelings

Senator Simon said he had mixed feelings about the fact that the delay would push the final action on minority scholarships until after the Presidential election. He said it "would be good to have candid discussions of these issues," but said he feared that campaign discussion of minority scholarships would not take place in a responsi- fer them. ble way and would encourage racial divisions.

Senator Simon has said he might troduce legislation to declare that tinority scholarships are legal. hold off because of the delay announced by Mr. Alexander.

Civil-rights groups praised the Secretary for delaying his final action and said they hoped the GAO study would lead him to abandon his earlier statements on minority scholarships. "It's been our feeling from the beginning that the department was making policy on an inaccurate factual base," said Phyllis P. McClure of the NAACP Legal Defense and Educational Fund. "They have been stepping into an area where they did not know the facts."

Richard A. Samp, chief counsel of the Washington Legal Foundation, said he was angry about the delay. The foundation has urged the department to ban minority scholarships and to take action against colleges that continue to of-

Said Mr. Samp: "It's not up to the Department of Education, just because it doesn't like the impact of civil-rights laws, to refuse to enforce them." —SCOTT JASCHIK

move that is eventually expected to save more than \$6-But he said last week that he would nillion, has voted to eliminate one college and seven

academic programs at the university's flagship campus in College Park. The action ended a task that began in 1989, when the Academic Planning Advisory Committee, a group of administrators, faculty members, and students at the College Park campus, was asked to identify ways of keeping the campus's educational and research mis-

lege Park's state appropriation has dropped by 20 per cent, or

The regents voted to drop the College of Human Ecology and seven academic programs: agriculture and extension education; housing and design; radiotelevision-film; urban studies and planning; industrial, tech-

The University of Maryucation; recreation; and textiles land Board of Regents, in a and consumer economics. In some cases, elements of the programs will be integrated into other areas.

No tenured faculty members will lose their jobs because of the eliminations. Instead, affected faculty members will be shifted to other departments. In addition, students currently enrolled in eliminated programs will be given enough time to

A system of state colleges enrollment growth. should be created in Ariz while responding to handle the deluge of stuto severe financial pressures dents that the state will see brought on by state budget cuts. over the next three decades, Over the past two years, Col- a legislative budget committee has concluded.

Projections are that in 30 years, the state's university enrollment of 95,000 students will swell to nearly twice that number. Similarly, enrollment in community colleges, now at 160,000, is projected to reach ate school education, which 316,000, said John J. Lee, assomay be as important as underciate director of the Joint Legisnological, and occupational ed- lative Budget Committee.

The state now has three public universities and a community-college system, but no fouryear college system.

A report from the budget nmittee says that a state-college system would be the most economical way to cope with enrollment growth because the colleges could focus on undergraduate education, not research or public service.

Creation of a state-college system is one of several options being considered by the Arizona Board of Regents to deal with

State Sen. David C. Bartic said the committee's recommendation "raises some questions" about whether opportunities for graduate education would be available to students enrolled in state colleges.

"The concern I have i whether you create a pyramid of economy, limit the opportunity for professional and gradugraduate education," Mr. Bart---JOYE MERCER



Business & Philanthropy

tional best seller. Spencer's grant recipi-

ents include researchers from many disci-

nlines, because the foundation broadly de-

fines education as occurring at any age and

at various places, not just in school. Re-

searchers praise Spencer for supporting

projects that they have initiated and de-

signed, rather than pushing an agenda to

"I don't think there's anybody clse

around to whom I could have sold my idea

in advance," says Robert M. Hauser, re-

search professor of sociology at the Uni-

versity of Wisconsin at Madison. In 1990

Spencer awarded \$300,000 over five years

to Mr. Hauser to study, among other

things, the effect of parents' socioeconom-

ic background on students' progress in

Some critics contend that knowledge de-

rived from education research is never put

to work-prompting some observers to

Speaking of education research in gener-

al. Chester E. Finn, Jr., director of the

Educational Excellence Network, a clear-

inghouse of information on education

based in Washington, says: "The quality is

weak, but the utilization is weaker. (Mr.

Finn will leave the position next month to

work with the Edison Project, which seeks

Mr. Finn, an education official in the

Reagan Administration, says there is a glut

of education research. Insights derived

from the portion that is of high quality, he

adds, are not being transferred to the

teachers in the schools. Spencer could bet-

Ms. Graham counters the charges of Mr.

Finn and other critics. Education research,

she says, is necessary to know which types

of programs work-and which don't. She

says much of the criticism results from

Education researchers speak clearly to

each other about their research findings,

she says, but many don't explain the re-

sults in understandable terms for the gen-

eral public. And the nature of education

research, she adds, makes it seem less im-

portant than scientific or medical investi-

"Educational research, unlike health re-

search, does not have any instant break-

throughs in which you suddenly find a

Still, Ms. Graham emphasizes that

Spencer-supported projects have had an

impact. For example, Spencer officials

say, a method developed by Julian C. Stan-

ley to identify, counsel, and teach students

who excel in mathematics has been adopt-

great new solution," she says.

question whether you should."

misunderstanding.

question Spencer's mission.

'The Quality Is Weak'

to design new schools.)

which researchers must conform.

3 Harvard Professors Use \$2.3-Million Grant, the Largest Spencer Has Given, to Study How Children Really Learn'

The Spencer Foundation believed so strongly in a research project by three Harvard University professors that it awarded them its largest grant ever-\$2.3-million.

*

72.70

Howard E. Gardner, David N. Perkins, and Vito Perrone will use the money, awarded in 1990, over five years to study how teachers can help students transfer the knowledge they acquire in the classroom to new experiences.

Spencer officials call the grant an "anomaly," noting that most of the foundation's awards are much smaller. But the foundation was so impressed with the professors' pilot study-which had been supported by a \$99,600 Spencer grant in 1989—that officials thought the idea deserved more support.

"It's a superb project," says Marion M. Faidet, the foundation's vice-president and secretary. "We want to understand more about what it takes to make children learn—not just by rote—but to really learn."

Like many other researchers, the three Harvard professors credit Spencer with making their research possible. In many cases, once researchers receive a Spencer grant and prove the quality of their work, they'll receive support again and again from the foundation. Over the past 20 years, Spencer has awarded Mr. Gardner, a professor of education, more than \$3-million.

8-Year Study of Symbols

"My research life would have been entirely different without Spencer," says Mr. Gardner, who also serves as co-director of Harvard's Project Zero, an interdisciplinary group that conducts research in schools. Mr. Gardner is also the author of several books on intelligence and learning.

In the 1970's, Mr. Gardner used \$397,750 from the foundation for an eight-year study of how children learn and use symbols. In the early 1980's, Spencer awarded \$452,700 to Mr. Gardner and David H. Feldman, a professor at nearby Tufts University, to

Mr. Gardner's third round of Spencer support is for his current project with Mr. Perkins, co-director of Project Zero, and Mr. Perrone, Harvard's director of teacher education.

Mr. Gardner says they are looking at "performances of understanding," or the idea that students should be able to take a concept they have learned and use it appropriately in a new situation.

Much of the researchers' work is based on ideas that Mr. Gardner explored in his 1991 book, The Unschooled Mind: How Children Learn, How Schools Should Teach (Basic-Books). In it, Mr. Gardner maintains that schools are not successful because they don't change the way people think.

But Mr. Gardner and his colleagues wanted to go further than just analyzing the problem. They wanted to see if they could help solve it.

Working in Local Schools

The researchers are now working in local schools to get teachers to change the way they instruct and test students. As an example, Mr. Gardner says he would advise an American-history teacher not to give a lecture to students and then a quiz.

Instead, he would encourage the teacher to pick a newspaper story and relate it to an event or a concept presented in an earlier lesson. Then the students could be broken into small groups to discuss questions about the article or to solve a puzzle based on it. Later, the entire class could discuss each group's solution.

Spencer applauds the researchers' approach. "Too many researchers and too many academics generally are much more interested in analyzing a problem than in solving it," says Patricia Albjerg Graham, Spencer's president. "They think if they get the analysis right, they have done all that needs to be done. And in the field of education, I think we need to be concerned both with analysis and a solution." —JULIE L. NICKLIN



Howard E. Gardner, a professor of education at Harvard U.: "My research life would have been entirely different without Spencer."

Spencer Fund Seeks to Make Education Research a Priority for Others

effort to garner more support for education research.

Spencer officials and education researchers say Ms. Graham's experience as an educator and as former director of the National Institute of Education makes her a natural to carry out Spencer's mission. She was dean of the Harvard University Graduate School of Education for almost a decade and was a member of Spencer's Board of Directors for nine years.

"She has a unique sense of what the problems are in the country," says David S. Tatel, a lawyer and chairman of Spencer's Board of Directors. "And she has an idea of how Spencer can fund research that will help understand the problems-and therefore solve them."

The Spencer Foundation was established in 1962 with less than \$1-million by

Mr. Spencer, the founder and president of Science Research Associates. The Chicago company publishes educational texts and curriculum materials. Until Mr. Spencer's death from pancreatic cancer in 1968, the fund gave money to various educational and cultural institutions.

In his will, Mr. Spencer directed that most of his estate—\$85-million—go to the foundation. Yet he had never really talked about his long-range plans for the foundation, says Marion M. Paldet, the fund's vice-president and secretary. Instead, he frequently wrote down his thoughts on education as he traveled, she says.

The fund's officers had to rely on those ritings to chart the foundation's direction. One important piece of Mr. Spencer's writing was found in his briefcase after he died: the pencil-written note now hanging in Ms. Graham's office.

Ms. Paldet says the note clearly showed how Mr. Spencer wanted his money to be used. "Lyle was a very lovely person with ideas sparkling all the time," says Ms. Faldet, who had worked with Mr. Spencer at the publishing company. "He would have been very happy with the way the foundation has developed."

Ms. Faldet says that at one point she wondered whether the foundation's mission should be so restricted. "But I've been convinced over the years that there is so little money available for basic research that we're right," she says. "We've carried out his mandate."

Since its first grant in 1971, Spencer has awarded a total of \$115-million for education research. Of the approximately \$9million Spencer pays out annually, about 20 per cent-\$1.8-million-goes to two doctoral fellowship programs. One program supports students within five years of their degree; the other is for those in the final stages of their dissertations. The rest of the foundation's annual grant money, or about \$7.2-million, goes for research pro-

Many Disciplines Represented

Many Spencer-supported efforts have Elsewhere, Lee S. Shulman, a professor resulted in publications on education and learning. A bookcase in the lobby of the foundation's offices on Michigan Avenue here displays some of the books written by grant recipients. Ms. Graham's book, SOS: Sustain Our Schools, published this year by Hill and Wang, was supported by a \$98,000 grant from the foundation in 1981. Flow: The Psychology of Optimal Espectfrom pedagogical knowledge. ence. (Hurper & Row Publishers Inc.) by Mihaly Csikszentmihalyi, a University of Chicago psychology professor, also will ten with Spencer support, has been a na-

ed by various school systems. Mr. Stanley is a professor of psychology at the Johns Hopkins University.

Studying Teachers' Knowledge

of education at Stanford University, is helping teachers develop a knowledge of particular subjects that will enable them to teach more effectively. That project draws on Mr. Shulman's research on how a teacher's understanding of a subject affects the way information is taught, which shows that "book knowledge" is different

"Before Lee Shulman, we thought either you knew about history or you didn't

The Spencer Foundation at a Glance

Founded: in 1962, by Lyle M. Spencer Assets: \$224.7-million, as of March 31, 1992 Grants: \$8.2-million in 1992

Purpose and Areas of Support: "To support research that gives promise of yielding new knowledge about education in one or another of its forms in the United States and abroad." Awards grants and fellowships for research on education. Officers: Patricia Albjerg Graham, president; Marion M. Faldet, vice-president and secretary (retiring in November).

know about history," Ms. Graham says. "But he says, 'No, no, there is a more complicated understanding of history."

Yet, lingering criticism has made money for education research harder and harder to come by. A 1991 report by the National Academy of Education said that fewer than 4 per cent of the grants made by 28 major foundations went for education research. Rather than focusing on research, many foundations have chosen to put money into programs to help students learn

Meanwhile, according to the NAE report, the federal government has sharply limited its support of education research. It said that from 1973 to 1986, when adjusted for inflation, federal money for various types of education research dropped 80 per cent, from about \$100-million to \$20-million.

Diane Ravitch, Assistant Secretary for the U.S. Department of Education's Office of Educational Research and Improvement, says she is trying to get the government to put more money into field-initiated education research, projects that are generated by researchers. But members of Congress don't seem to agree with her approach, she says. "Either they say what we have is generically bad or they say what

we have is enough, and we don't need any more," she says.

Despite the criticism of education research, a growing number of education experts are starting to acknowledge its importance. A report released this month by the Committee on the Federal Role in Education Research recommends that the government increase its commitment. The NAE report urged that private and public sources alike increase their support.

Critical Issues Discussed

Spencer officials cheer those suggestions. In November, Ms. Graham invited representatives of the Education Department as well as private and corporate foundations to a meeting at the foundation. Members of the group discussed what issucs were critical to improving education and how they might work together on them. Several of the foundations said they were willing to explore collaborative projects with Spencer.

"There ought to be more money for programs to help kids," Ms. Graham says. "But the question is, Which programs and how will they help?

"You figure out which programs will help by doing research."

Foundation Expands Definition of Education and Draws on Many Fields

The Spencer Foundation may be the only fund in the country to concentrate on education research. But the recipients of its grants are not limited to the big names in the field. The foundation has expanded the defini-

ter spend its money on making changes in tion of education to include any place the schools, not just studying them. Mr. where learning occurs-museums, community centers, and the family. It supports "The knowledge warehouses of educaprojects that examine learning at any point tion are well stocked, but not used," Mr. in a person's lifetime. As a result, the orga-Finn says, "You can fill another warenization doesn't limit its awards to rehouse. And Spencer can do that, I just searchers in schools of education-a practice that people applaud as wise.

Half Go to Schools of Education

Spencer officials say about half of their grants go to researchers in schools of education. The other half go to researchers in the arts and sciences, who use their expertise in anthropology, economics, history, and sociology to study education. Spencer says researchers in other fields bring a fresh perspective to the study of learning.

"It's extremely useful to work with these scholars," says Patricia Albjerg Graham, Spencer's president, "A person who is sitting in a school of education somewhere is stuck thinking only about education questions."

Among some of the researchers who have been awarded Spencer grants over the past few years:

Howard E. Gardner, David N. Perkins, and Vito Perrone, all of Harvard University: \$2.3-million over five years to study how teachers can help students transfer the knowledge they acquire in the classroom to new experiences.

■ Lee S. Shulman of Stanford Universi-

ty: \$350,600 over four years to study how teachers link the unknown with the known when explaining new concepts to students.

■ Carol Gilligan of Harvard University: \$350,100 over four years to study the psychology of women and the development of adolescent girls.

Jerome Bruner of New York University: \$350,000 over four years for studies in cultural psychology.

■ Mihaly Csikszentmihalyi of the University of Chicago: \$349,300 over four years to investigate how people develop creativity in later life.

. John F. Witte of the University of Wisconsin at Madison: \$231,000 over two years to analyze Milwaukee's "Choice" program, which allows public money to be

used to send children to private schools.

PRIVATE GIVING TO COLLEGES AND UNIVERSITIES

AHMANSON FOUNDATION 9215 Wilshire Boulevard Los Angeles 90210

Libraries. For the library: \$3-million to Hun-tington Library, Art Collections, and Botani-

HAROLD K. L. CASTLE FOUNDATION 222 Merchant Street Honolulu 96813

Higher education. For the university's merg-cr with Hawaii Loa College: \$1-million to Ha-

EDNA McCONNELL CLARK FOUNDATION 250 Park Avenue New York 10017

Criminal justice. For studies of judicial and prosecutorial decision making: \$150,000 to

Medical research. For research on onchocerciasis: \$330,000 over two years to Johns

J. E. AND L. E. MABEE FOUNDATION

401 South Boston Tulsa, Okia. 74103 Facilities. For a new science building: \$1.25million challenge grant to U. of St. Thomas

NDREW W. MELLON FOUNDATION 140 East 62nd Street New York 10021 Arts. For the fine-arts museum: \$143,000 to Libraries. For the library: \$1.5-million to

Huntington Library. Art Collections, and Botanical Gordens. Support. For support of programs: \$200,000 to Whitman College.

M. J. MURDOCK CHARITABLE TRUST P.O. Sox 1618 encouver, Wash. 98668

Science. For a research program for science tudents and faculty members: \$395,000 to Whitman College.

RESEARCH CORPORATION Tucson, Ariz. 85710-2815 Solonos, For research in chemistry, physics, and astronomy; \$2.1-million diviamong 118 faculty members at 79 institutions

TISCH FOUNDATION New York 10021-8087 Facilities. For a new library: \$10-million to

QIFTS & BEQUESTS

Amheret College. For the Japanese-language program: \$116,500 from Shōyū Club. Aubum University. For the college of engineering: computer software valued at 54.7-million from Mentor Graphics Corporation. Carthage College (Wis.). For a science-re-search laboratory: \$255,000 from anonymous

Efon College. For the capital campaign: \$125,000 from Wachovia Bank. Marshall University. For medical scholarMississippi State University. For the College of Veterinary Medicine: \$150,000 from J. Wayne and Martha J. Lamberth.

University of Alabama. For the computer center in the library of the College of Commerce and Business Administration: \$3-million from Sloan Y. Bashinsky, Sr. University of California at Los Angeles. For the center for the graphic arts: \$100,000 from the estate of Marcia S. Weisman.

University of Kansas. For scholarships in social work and sociology: \$100,000 from Helen University of Maryland at Baltimore. For the

from Samuel D. Harris. University of Nevada at Las Vegas. For the physics program: \$1-million from an anony

University of Oklahoma. For a professorship of modern American history: \$500,000 from

Paul H. and Doris Eaton Trovis. olty of the Pacific. For scholarships: \$200,000 from Robert C. Powell, Washington College (Md.). Por scholarships: \$300,000 from Lieut. Col. W. Kennon Perrin. West Virginia University. For a professorship of English and for the College of Arts and Sciences: over \$2-million from the estate of

George Jackson. Whitman College. For support of programs: \$109,613 from the estate of John Allen. -For the endowment: \$108,000 from the estate of Habelle Shanahan Morrison. —For scholarships and for the library:

Wittenberg University. For the endowment: \$1-million from the estate of Alma Adams.

\$480,000 from the estate of Ruth F. McBir-

Brooklyn College of the City University of New York, which was found in February to have discriminated against its female athletes and coaches, has announced plans to drop its sports program for financial reasons.

In a statement, the college called the move a "moratorium" and said the program would be withdrawn for "an undetermined period."

The action is part of a \$5.4million budget cut the university system has asked Brooklyn to make for academic 1992-93. The system is looking to cut \$40-million over all. The budget for the 15-tcam sports program at Brooklyn is \$1.4million, including \$270,000 in state funds. The college will honor all existing athletic scholarships.

A college spokesman said the decision to cancel athletics was a financial one that was not related to the discrimination findings.

The Education Department's Office for Civil Rights said in February that Brooklyn's sports program was not in compliance with Title IX of the Education Amendments of 1972, which bars sex discrimination in programs that receive federal assistance.

Linda J. Carpenter, one of the two professors who filed a complaint that led to the civil-rights office's finding, said the cancellation of sports at Brooklyn was "a sad loss." She said that while some college officials might be relieved to rid the institution of the "Title IX burden," the college's budget woes were squarely behind the decision to drop athletics.

A controversial student center for Appalachian State University has been dropped from a list of construction projects that the University of North Carolina system hopes to finance through a bond referendum this fall.

Students and professors at Appalachian sponsored a bike tour and rally this month to protest the activities center, which they contend is purely a basketball arena, not a true student center. They object to the use of state funds for a sports facility at a time of fiscal constraint for academic programs (The Chronicle, May 27).

Even after the bike tour, the trustees at Appalachian State reaffirmed their support for the student center. Yet the same day, State Rep. David Diamont, the lawmaker who represents the region surrounding Appalachian State,

Last week, a university system official announced that the Appalachian State center-as well as athletic facilities at East Carolina and North Carolina State Universities-had been withdrawn from the system's \$300-million wish list. He said political support for the projects seemed to have faded.

But an Appalachian official said last week that the center would be built. "It's not a question of if," he said, "it's a question of when."

Athletics

Blacks' Big Share of Athletic Scholarships Contrasts With Low Overall Enrollment



Harry Edwards of Berkeley says the disparity between the numbe of black athletes and students "demoralizes" those in high school.



Gary A. Salles of Indiana U. defends big-time college sports as an avenue of "upward mobility" for young blacks.

Continued From Page Al

see it as their only chance, of course they take it," says Andrew Hacker, a politicalscience professor at City University of New York's Queens College, and author of Two Nations: Black and White, Separate, Hostile, Unequal, a best-selling book about race. "But the cynicism of colleges in capitalizing on this is a real blot."

Some sports officials, academics, and activists, however, say that sports programs should be cheered, not castigated, for their role in integrating colleges. They also say they do not object to the heavy representation of black athletes, as long as colleges are providing a meaningful educa-

tion to the athletes they bring to campus. Advocates of that view, citing evidence that black athletes on many campuses graduate at a higher rate than other black students, argue that sports are a realistic route out of poverty and to a successful

"I'm not against a university's recruiting black athletes," says Gary A. Sailes, assistant professor of sport sociology at Indiana University. "My attitude is, you're bringing black bodies to campus, and it's better than not having blacks at all. "But if you bring the kids on campus, you've got to get them graduat

Data From an NCAA Form

The Chronicle compiled the information about race from a graduation-rates form that each Division I institution was required to submit to the National Collegiate Athletic Association in 1991.

Each college's form contains information about the racial composition of its fulltime undergraduates and its scholarship athletes in the 1990-91 academic year.

At the average Division I college, 6 per cent of the full-time students were black, compared with 22 per cent of all scholar-

ship athletes, nearly 43 per cent of the football players, and 60 per cent of the busketball players. For colleges that play football at the NCAA's highest level, Division I-A, the percentage of black football players was higher—about 47 per cent.

Three key questions emerged from discussions with sports officials and experts on race:

What messages do the disparities send about the colleges?

What kind of atmosphere are the institutions creating on their campuses for students, black and white?

And does the fact that graduation rates for black athletes may be higher than those for other black students on many campuses justify the high rate of recruitment of black athletes?

'The Message Is Clear'

Arthur Ashe, the former professional tennis star who has advocated tougher academic standards for athletes, says that by recruiting black athletes and giving them scholarships in large numbers, colleges tell young blacks that their athletic skills are more valuable than their minds.

As a result, he says, black families are much more likely than white ones to push their kids onto the playing fields, too often at the expense of the classroom.

"I think if a sociologist wanted to study it, he or she would find a causality between the willingness of colleges to bring in athletes who are marginally qualified academically, and the willingness of black athletes to deemphasize the academic component in favor of sports," says Mr. Ashe. "The message is clear: The colleges are interested in us primarily as athletes."

Israel Tribble, Jr., president of the Florida Endowment Fund for Higher Education, which seeks to increase the number of blacks in higher education, also com-

plained that colleges seemed more willing to bend their standards for athletes than for non-athletes, who often are more likely than the athletes to take advantage of the educational opportunity.

"It is not bad to bring athletes to campases if they're given a fair chance to succeed in the classroom as well as on the field," says Mr. Tribble, "But it's somewhat contradictory to have a different set of standards, depending on what part of the university you're going to be in."

Many college officials say colleges should not be criticized for having significant numbers of black athletes on their campuses, since the chance to play sports has given thousands of athletes access to an education that they might not otherwise have received.

Others say that while universities should be encouraged to recruit and provide scholarship money for black students who are not athletes, they shouldn't be blamed for using the resources available to themin this case, athletic scholarships-to diversify.

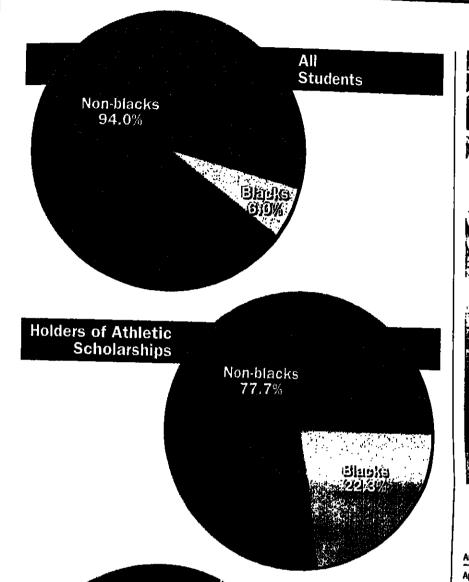
'A Better Source of Diversity'

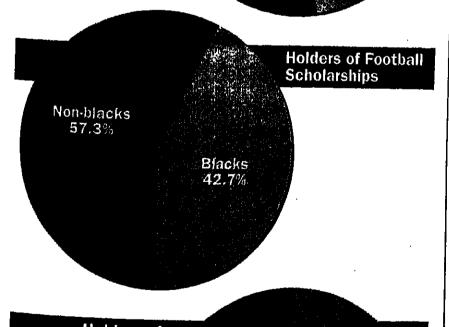
John C. Phillips, a sociology professorat the University of the Pacific who speci izes in sports, says his institution has a program that gives full scholarships to 10cal citizens who ''don't have a history of college education in their family background."

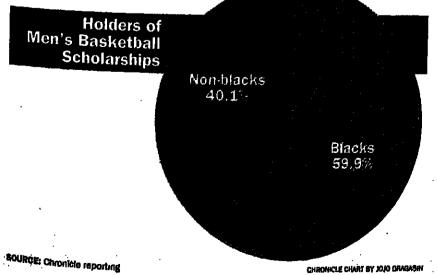
"Obviously that's a better source of diversity, because they come in on the basis of their academic ability," he says. "Using athletics is an inefficient system of bringing minority students on campus. But realist cally, if sports scholarships were dropped, I don't think the money would be used to bring other minority students on campus."

If you see a black male student on the Continued on Page A34

FACT FILE: Black Athletes and Other Undergraduates at 245 Colleges in NCAA Division I







Men's baskstball Pot. Total black Total black Tolei black Total 5,150 4.9% 130 13.8% 14 64.3% Appalechien St U 9,785 4.6 253 33.2 13 69.2 Arizona St U 23.840 2.4 294 29,3 95 44.2 14 78.6 Arkensaa St U 5,505 12.2 208 41.7 92 67.4 14 35.7 Auburn U 16,926 4.2 12 66.7 Austin Pesy St U 3.438 16.9 148 41.2 64 62.6 15,951 4.3 85 41.2 7 42.9 Baylor U 9,880 3.2 234 31.6 92 48.9 15 53.3 Boise St U 6,758 0.8 207 19.3 85 28.2 12 58.3 Boston C 8,961 3.5 262 18.7 98 31.3 16 62.5 Boston U Declined to respond t 16,565 3.8 350 14.9 95 28.4 14 64.3 Bradley U 4,683 7.0 13 76.9 Brigham Young U Declined to respond t Brooklyn C 12,000 21.2 43 58.1 Bucknell U 3,178 2.3 279 7.2 98 10.2 10 50.0 Butler U Declined to respond † California St U at Fresno 12,642 4.0 286 28.0 73 50.7 15 80.0 13,835 2.7 242 22.3 73 46.6 at Long Beac 237 33.3 California St U 237 24.9 66 48.5 15 53,3 California St U 15,205 5.0 278 10.8 66 24.2 11 63.6 Cempbell V Declined to respond 3,753 6.5 2 100.0 Centenary C of Louisians 746 4.8 14 50.0 6,591 5.0 155 25.8 70 27.1 15 80.0 Central Michigan U 14,122 2.5 290 20.3 96 30.2

The institution does not play Division I football

CONTINUED ON FOLLOWING PAGE

FACT FILE: Black Athletes and Other Undergraduates at 245 Colleges in NCAA Division I CONTINUED

	Undergrat	ivates		All		hip athleter Thall		asketbal
		Pet. black	Tatal	Pct. bjøck	Total	Pel. bjøck	Total	Pct. black
Charleston Southern U	<u>Total</u> 1,352	22.6%	124	21.8%	1001	- Differ	12	91.7%
Chicago St U	2,935	91.6	96	69.8	<u> </u>		12	91.7
The Citadel	1,963	6.6	192	24.5	81	40.7	14	28.6
Clemson U	12,280	7.2	290	32.8	83	62.7	14	78.6
Cleveland St U	7.049	9.8	167	17.4	•	•	15	80.0
Colgate U	2,680	5.5	294	10.9	82	9.8	11	27.3
C of the Holy Cross	2.736	4.0	128	17.2	64	25.0	14	28.6
C of William and Mary	5,097	6.8	264	20.8	72	30.6	15	40.0
Colorado St U	15.534	1.8	187	23.5	84	32.1	14	57.1
Creighton U	3,576	3.1	140	8.6			14	35.7
Davidson C	1,499	4.2	48	22.9	17	23.5	15	46.7
De Paul V	9,447	11.5	134	16.4			12	83.3
Drake U	3,569	3.6	157	13.4			15_	73.3
Drexel U	6,547	7.3	151	6.6			11	45.6
Duke U	6,106	6.9	252	14.7	89	33.7	13	38.5
Duquesne U	7,153	2.1	134	13.4	- 4	•	14	71.4
East Carolina U	12,283	8.2	256	40.6 -	83	68.7	15	73.3
East Tennessee St U	7,540	3.4	29	27.6	13	46.2		.00.01
Eastern Milinois U	8,933	5.0	259	17.4	81	24.7	15	63.3
Eastern Kentucky U	8,183	6.5	188	37.2	78	53.8	16	62.5
Eastern Michigan U	12,493	8.5 1.8	273 133	24.5	87 66	39.1 19.7	15	60.0
Eastern Washington U	6,526		52			19.7	13	
Fairfield U Fairfieigh Dickinson U	2,928 3,189	18.3	82	17.3 28.0	-		13	63.6
Florida International U	8,257	8.6	143	9.8	<u>-</u>	 -	10	50.0
Florida St V	18,995	7.1	304	35.9	93	69,9	16	81.3
Fordham U	5.054	5.0	354	5.1	93	4.3	15	40.0
S	0.400	3.5	193	19.2	78	34.6	13	46.2
George Mason U	9,457	6.1	125	28.8	- 18	34.0	13	69.2
Georgetown U		to respond				_ <u>·</u> -		
George Washington U	5,787	4.9	142	12.7				61.5
Georgia inst of Tech	9,270	7.5	230	38.6	95	54.7	13	46.2
Georgia Southern U	10,055	12,9	204	25.0	72	47.2	11	81.8
Georgia Southern U	6,446	14.1	121	17.4		47.2	11	81.8
Gonzaga U	2,280	0.7	88	3.4		 -	14	21.4
Hofstra U		o respond						
Ideho St U	6,217	0.8	158	18.4	60	23.3	14	57.1
Illinois St U	17,916	6.2	290	22.1	69	52.2	12	75.0
Indiana St U	8,481	7.6	222	31.5	75	46.7	17	35,3
Indiana U	24,688	4.3	304	20.4	93	40.9	12	41.7
Iona C	4,231	12.2	114	17.5		10.5	12	83.3
lowe St U	19,142	2.4	296	16.2	65	36.9	14	64.3
Jacksonville U	1,889	4.8	77	18.2		*	14	78.6
James Medison U	9,311	9.5	282	26.2	71	53.5	15	66.7
Kansas St U	15,027	2.8	215	29.3	64	39.1	22	50.0
Kent St U	19,636	5.8	333	15.3	90	42.2	15	40.0
La Salle U	3,242	4.3	191	7.9		•	16	56.3
Lafayette C	1,967	3.5	157	13.4	64	23.4	11	27.3
Lamar U	5,378	18.9	162	37.0	20	30.0	15	66.7
Lahigh U	4,508	2.1	202	11.9	87	16.1	11	27.3
Liberty U	4,818	5.2	248	21.8	76	44.7	15	48.7
Long Island U-Brooklyn			1					
Center	2,987		81			<u> </u>	15	73.3
Louislana St U	16,642		287	29.6	86	48.8	13	61.5
Louisiana Tech U	7,327		210	42.4	94	56.4	15	86.7
Loyola C (Md.)	3,247		105	7.6			14	35.7
Loyola Marymount U	3,716		84		<u> </u>	<u> </u>	14	42.9
Loyola U of Chloago	5,948		131	3.8		•	14	21.4
Menhatian C	2,832		103	19.4	•	•	13	61.5
Marist C	2,946		34	20,6		•	14	42.9
Marquette U	7,820		98	12.2		•	15	40.0
Marshell U	7.785		221	25.3	80	43.8	14	71.4
McNeese St U		to respon	7		<u> </u>			
Memphis St U	11,098		250	38.8	95	52.6	14	78.6
Accessed II	2,120	10.6	118	16.1	*	•	40	F0.0
Marcer U Miami U	2,120	40.0	360	10.1			12	58.3

	Underørar	duatos		All		ifilp athletes otball	Men'a b	
		Pol.		Pot.		Pct.		Pet.
	Total	<u>black</u>	Total	black	Total	black	Total	black
Michigan St U	31,118	7.G%	388	20.6%	103	37.9%	16	50.0%
Middle Tennessee St`U	11.233	10.1	145	51.0 41.9	69 88	62.7	14	92.9
Mississippi St U	10,378	13.5 5.1	198 86	17.4		64.8	13	76.9
Monmouth C	1,929 8,611	0.3	179	11.2	78	14.1	13	38.5
Montana St U		3.9	152	22.4	61	41.0	15	53.3
Morehead St U	4,459 1,326	5.0	79	21.5	- 01	41.0	15	40.0
Mount Saint Mary's C	5,998	4.2	177	28.8	72	43.1	15 14	33.3 71.4
New Mexico St U	9,177	1.5	202	21.8	74	32.4	14	78.6
	2,106	4.2	100	7.0			12	
Niegara U Nicholis St U	4.218	10.1	216	25.9	72	50.0	17	50.0 58.8
North Carolina St U	15,488	10.3	275	26.2	84	47.6	10	60.0
Northeast Louislana U		16.1	229	37.6	92	62.0	11	63.6
	7,871					02.0	11	45.5
Northeastern Illinois U	4.028	13.2	85	9.4		22.0		
Northeastern U	13,788	5.4	226	23.9	55	32.8	15	93.3
Northern Arizona U	11.046	1.4	344	15.7	107	28.0		40.0
Northern Illinois U	16,315	7.3	302	21.5	103	44.7	15	53.3
Northwestern St U of Louislana	4,812	19.6	195	32.8	80	48.8	13	46.2
Northwestern U	Declined t	brogser o	t					
Ohlo St U	34,349	5.4	328	22.0	90	40.0	13	61.5
Ohlo U	14,015	4.2	325	16.3	92	34.8	15	46.7
Oklahoma St U	13.556	2.8	222	24.3	78	50.0	11	63.6
Old Dominion U	9,703	12,0	142	15.5			13	76.9
Oregon St U	12,394	1.2	215	23.3	79	45.6	15	40.0
Pennsylvania St U		o respond				45.0		
Pepperdine U	2,440	2,7	103	5.8			13	30.8
Providence C	3,797	2.0	179	7.8	<u> </u>		10	90.0
Purdue U	26,742	3.8	310	27.4	90	48.9	14	50.0
Radford U	7.655	3.3	151	15.9		40.9	12	66.7
Rice U	2,792	5.9	274	26.3			18	66.7
Rider C	3,138	5.5	 		106		16	50.0
Robert Morris C	4,525	4.3	175	10.3	<u>-</u> -		13	
Rutgers U			82	25 6		ra - 5 har same - 5-		83.3
Saint Bonaventure U	21,440	9.5	302	21.9	69	47 8	12	61.6
Saint Bonaventore O	2,313	1.4	89	10.1		-	13	
Saint Francis C (Pa.)	1,001	1.7	75	8.0			16	37.0
Saint John's U		to respond						
Saint Joseph's U		to respond			 -			50.0
	2,635	3.9	121	13.2			14	
Saint Louis U	6,541	5.5	106				12	
Saint Mary's C of Californ		3.6	160				11	
Saint Pater's C	1.945	9.0	136	17.6	<u> </u>		14	71.4
Samford U		to respond	T					
Sam Houston St U	11,188	11.3	190	31.1	80	45.0	13	69.
Sen Diego St U		to respond						
San Jose St U	16,324	4.4	182		54	42.6	14	
Santa Clara U	3,717	2.5	144	11.1	56	14.3	13	53.
Seton Hall U		to respond						
Stena C	2,773	1.5	26			<u> </u>	15	
Southeastern Lousians U	9,500	6.0	136	27.9		<u> </u>	13	78.
Southern Illinois U at Carbondale	17,760	10.3	297	19.9	89	34.8	13	61
Southern Methodiat U	5,045	3.9	191		65	33.8	14	
Southern Utah U	2,882	0.9	140		62	16.1	14	
Southwest Missouri St U	14,365		313		88	47.7	16	
Southwest Texas St U	14,688	5.4	215		86	45.3	14	
Stanford U	6,549		241		92	30.4	15	
St U of New York at Buffs			82			30.4	14	
Stephen F. Austin St U	10,099		205		81	42 0	13	
Statson U	2,022		132			4	15	
Syracuse U	12,896		319		82	47.6	7	
Temple U		to respond						

• The Institution does not play Division I football: † Some of the colleges that declined to respond cited privacy reasons, while others said they would wait for the NCAA to release the information collectively.
¹ At East Termessee State, only information about freshman athletes was provided
² Weber State, like many universities, does not require students to identify their race. As a result, some universities reported a large number of unidentified students, which explains why Weber State shows more bleck athletes than black students over all.

		I			Scholarst	ilp attilote		
	Undergra			Ali		theff	Men's b	sketball
	Total	Pct. black	Total	Pet. blask	Total	Pct. black	Total	Pet. black
ennessee Tech U	6,039	3.7%	145	28.9%	69	42.0%	12	58.3%
exas A&M U	30,843	3.0	361	26.6	103	54.4	18	66.7
exas Christian U	4,736	3.3	217	24.4	74	39.2	16	68.8
exas Tech	18,345	30	223	26.9	83	41.0	14	64.3
owson St U	9,821	7.8	220	17.3	65	35.4	13	76.9
ulane U	5.581	6.3	173	35.8	87	49.4	14	64.3
of Akron	13.541	73	236	25.4	78	53.8	13	61.5
of Alabama	14,800	9.8	263	31.9	91	59.3	15	93.3
l of Alabama et Birmingham	1,731	28.7	109	17.4			14	71.4
of Arizona	22,616	2.2	298	27.5	92	50.0	12	66.7
of Arkansas at Fayetteville	10,203	5.6	245	30.2	81	54.3	15	80.0
of Arkansas at Little Rock	5,450	10.7	107	15.0	·	•	15	60.0
of California at Berkeley	21.590	8.9	290	23.1	85	43.5	15	53.3
l of California at Irvine	13,840	3.0	154	11.7	•	•	14	50.0
of California								
at Los Angeles	23,594	6.7	322	26.4	88	52.3	12	83 3
J of California at Santa Barbara	15,975	3.2	147	8.8			13	53.8
of Central Florida	10,847	3.5	218	20 2	80	36.3	13 13	G1.5
J of Cincinnati	11,891	6.2	214	26.2	73	50.7	9	66.7
l of Colorado at Boukler		to respond						30.1
of Connecticut	14,167	3.7	207	18 8	68	33.8	11	63.6
J of Dayton	6,443	3.6	80	15.0			13	61.5
U of Delaware	13,945	4.4	135	25.9	82	29.3	13	69.2
U of Detroit		o respond						
U of Evangyille	2.212	2.9	141	2.8			12	33.3
U of Florida	22.904	7.0	253	30.4	 85	52.9	11	63.6
U of Georgia	19.633	5 9	303	32.3	93	58 1	15	73.3
U of Hartford	4.377	5.3	125	10.4			14	50.0
U of Hawaii	12.775	0.7	270	20.4	92	39.1	14	71.4
U of Houston	15,622	9.5	245	49.4	79	54.4	13	69.2
U of Idaho	6,427	1.0	152	20.4	71	29.6	11	74.4
V of Illinois at Chicupo	13,780	10 6	187	10 7			14	85.7
V of Jilinois								
at Urbang-Chomipoign	25,957	7.2	203	23.5	91	41.8	10	50.0
J of lowa	16,270	2.7	351	18.8	91	35.2	14	50.0
J of Kenses	18,137	2 7	332	21.4	87	46.0	15	80.0
J of Kentucky	14,025	38	270	27.0	99	46.5	12	58.3
of Louisville	10,439	11.5	330	24.5	97	50.5	13	76.9
of Maine	7,406	0.6	178	14.0	65	26.2	14	42.9
of Maryland Baltimore County	8 200	136	144	15.6			12	66.7
of Maryland	6.299	13.6	141	15.6				70. (
at College Park	21,288	11.2	328	23.8	93	40.8	11	72.7
of Massachusetts			T					
at Amherst	17,189	2.4	245	9.8	67	27.3	13	61.5
of Miami	7.851	6.9	193	40.9	90	67.8	13	69.2
of Michigan	22,797	6.7	355	18.0	94	41.5	12	58.3
of Minnesota Twin Cities	27,078	27	406	14.5	93	39.8	17	52.9
of Mississippi	9,794	9.1	231	38.6	92	52.2	15	60.0
of Missouri at Columbia	16,770	4 2	327	21.4	94	39.4	13	46.2
of Missoure	20,110		<u> </u>	27	<u>-</u> -			
at Kansas City	3,925	6.7	88	18.2			13	61.5
of Montana	6,617	0.5	164	10.4	76	10.5	18	Б3.3
of Nebraska	16,716	2.2	332	22.3	87	49.4	13	53.8
of Naveda at Las Vegas	7.935	6.1	235	31.1	76	53.9	12	66.7
of Nevada at Reno	7.822	1.8	201	23.4	75	41.3	13	69.2
of New Hampshire	9,110	0.3	167	108	72	20.8	13	23.1
of New Mexico	9,872	2.4	343	19.0	91	48.4	17	58.8
U of New Orleans	8,609	12.9	77	35.1	•		14	92.9
U of North Carolina at Ashaville							12	58.3
U of North Carolles	2.008	3.9	97	16 5				
CRIDITUS			1	24.5	82	57.3	16	50.0
THE CHAPES HIS	13.823	10.3	409	20.5	0.	• • • • •		
U of North Carety	13,823	10.3	409	20.5				
THE CHAPES HIS	13,823 9,864	11.7	160			•	16	81.3

						hip athlete		
	Undergrad	Pct.		All Pot.	For	Pet.	Men's 6	eskethal Det
	Total	black_	Total	black	Total	black	Total	Pct. black
U of North Texas	15,866	7.2%	184	38.6%	75	58 7%	12	58.3%
U of Northern lows	10.005	1.5	243	15.6	85	27.1	16	43.8
U of Notre Dame	7.485	4.5	273	22.7	90	54.4	11	54.5
U of Oklahoma	12.312	5.9	299	26.8	84	46.4	13	61.5
U of Oregon	12.450	1.5	245	17.6	95	28.4	13	53.8
U of the Pacific	2.519	3 2	196	17.9	68	30.9	14	50.0
U of Pittsburgh	13.488	7.4	256	28 1	86	48.8	16	43.8
U of Portland	1,887	1.6	124	6.5		•	16	25.0
U of Rhode Island	9,519	2.2	227	15.4	83	20.5		
U of Richmond	2.837	3.1					14	78.6
		 -	173	17.3	78	21.8	14	71.4
U of San Diego	3.699	1.4	84	14.3			15	53.3
U of San Francisco	2,480	2.9	115	10.4			15	53.3
U of South Alabama	Declined to	respond	† -			<u> </u>		
U of South Carolina	13,538	14.7	263	25.9	82	53.7	13	53.8
U of South Carolina Coastal Carolina C	4.080	7.3	146	8.2			11	50.0
					— <u>; </u>	···		90.9
U of South Florida	14.171	4.8	112	15.6			14	78 6
U of Southern California	13,339	4.7	281	31.8	94	44.7	13	84 6
U of Southern Mississippi	10,118	15.6	236	40.7	98	62 2	14	71.4
U of Southwest Louisiana	11.906	17.8	209	43.1	92	56.5	14	78.6
U of Terinessee at Chattanooga	4.940	11.0	169	36.7	81	49.4	15	80.0
U of Tennesseo at Knoxville	16.357	5.2	267	38.6	95_	63.2	13	76.9
U of Texas at Arlington	11,790	7.4	124	22.6	•_	•	12	75.0
U of Texas at Austin	31.601	4.3	359	27.6	101	42.6	17	64.7
U of Texas at El Paso	9.494	3.4	163	41,1	75	56.0	13	76.9
U of Texas-Pan American	12,322	0.7	119	19.3	•	•	13	69.2
U of Texas at San Antoni	o 8.349	3.2	105	22.9	•	•	12	75.0
U of Toledo	15.036	7.1	253	19.8	79	32.9	9	22.2
U of Tuisa	2.848	5.4	190	23.2	81	37.0	13	69.2
y of Ulah	19.907	0.7	269	14.5	88	34.1	15	40.0
U of Vermont	7,394	1.0	102	7.8			13	46.2
			368				13	
U of Virginia	11.154	11.1	+	18.5	90	44.4		53.8
U of Washington	20,024	3.9	278	24.8	93	49.5	12	66.7
U of Wisconsin at Green Bay	3,631	1.2	162	4.9	•	•	15	26.7
U of Wisconsin at Mediso		1.9	395	17.5	101	42 6	17	52.9
U of Wisconsin			1					
at Milwaukoe	12,242	4.4	107	14.0	_•	•	13	61.5
U of Wyorning	8,173	1.0	282	13.8	87	21.8	14	71.4
Valparaiso U	2,932	1.3	148	1.4	•	•	12	16.7
Vanderbill U	Decilned t	o respond	t					_
Villanova U	Declined t							_
Virginia Commonwealth U	10,922	16.3	132	18.9	-	•	16	66.7
Virginia Military Inst	1,350	6.7	179	30.7	71	52.1	12	75.0
Virginia Polytechnic inst	18,162	4.6	228	30.3	86	52.3	16	86.7
and St U	1.125	6.4	128	13.3		<u> </u>	12	66.7
Wagner C		6.9	206		81			
Wake Forest U				29.1	61	56.8	14	71.4
	3,382			40.5				-
Washington St U	14.467	1.6	275	19.6	86	41.9	13	61.5
Washington St U Weber St U ²	14,467 2,259	1.5	275 186	16.7	86 71	41.9 28.2	15	60.0
Washington St U Weber St U ² West Virginia U	14,467 2,259 13,413	1.5 1.1 3.1	275 186 417	16.7 25.4	86 71 127	41.9 28.2 47.2	15 17	60.0 64.7
Washington St U Weber St U ²	14,467 2,259	1.5 1.1 3.1 4.1	275 186 417 179	16.7 25.4 32.4	86 71 127 70	41.9 28.2 47.2 50.0	15 17 14	60.0 64.7 71.4
Washington St U Weber St U ² West Virginia U	14,467 2,259 13,413	1.5 1.1 3.1	275 186 417	16.7 25.4	86 71 127	41.9 28.2 47.2	15 17	60.0 64.7
Washington St U Weber St U West Virginia U Western Carolina U	14,467 2,259 13,413 4,696	1.5 1.1 3.1 4.1	275 186 417 179	16.7 25.4 32.4	86 71 127 70	41.9 28.2 47.2 50.0	15 17 14	60.0 64.7 71.4
Washington St U Weber St U West Virginia U Western Carolina U Western Illnois U	14,467 2,259 13,413 4,696 10,015	1.5 1.1 3.1 4.1 9.1	275 186 417 179 258	16.7 25.4 32.4 24.0	86 71 127 70 71	41.9 28.2 47.2 50.0 33.8	15 17 14 15	60.0 64.7 71.4 80.0
Weshington St U Weber St U West Virginia U Western Carolina U Western tillnois U Western Kentucky U	14.467 2,259 13,413 4,696 10,015 10,572	1.5 1.1 3.1 4.1 9.1 5.8	275 186 417 179 258 252	16.7 25.4 32.4 24.0 28.2	86 71 127 70 71 80	41.9 28.2 47.2 50.0 33.8 57.5	15 17 14 15 12	60.0 64.7 71.4 80.0 66.7
Washington St U Weber St U West Virginia U Western Carolina U Western Illinois U Western Kentucky U Western Michigan U	14,467 2,259 13,413 4,698 10,015 10,672 16,217	1.5 1.1 3.1 4.1 9.1 5.8 5.3	275 186 417 179 258 252 255	16.7 25.4 32.4 24.0 28.2 26.7	86 71 127 70 71 80 93	41.9 28.2 47.2 50.0 33.8 57.5 46.2	15 17 14 15 12	60.0 64.7 71.4 80.0 66.7 42.9
Washington St U Weber St U West Virginia U Western Carolina U Western Illinois U Western Kentucky U Western Michigan U Wichita St D Winthrop Coffege	14,467 2,259 13,413 4,696 10,015 10,572 16,217 7,241	1.5 1.1 3.1 4.1 9.1 5.8 5.3 5.2	275 186 417 179 258 252 255 161	16.7 25.4 32.4 24.0 28.2 26.7 14.3	86 71 127 70 71 80 93	41.9 28.2 47.2 50.0 33.8 57.5 46.2	15 17 14 15 12 14	60.0 64.7 71.4 80.0 66.7 42.9 69.2
Washington St U Weber St U West Virginia U Western Carolina U Western Illinois U Western Michigan U Wichita St D Winthrop Coffee Wright St U	14,467 2,259 13,413 4,696 10,015 10,672 16,217 7,241 3,552	1.8 1.1 3.1 4.1 9.1 5.8 5.3 5.2 17.5	275 186 417 179 258 252 255 181 134	16.7 25.4 32.4 24.0 28.2 26.7 14.3	86 71 127 70 71 80 93	41.9 28.2 47.2 50.0 33.8 57.5 46.2	15 17 14 15 12 14 13	60.0 64.7 71.4 80.0 66.7 42.9 69.2 50.0
Washington St U Weber St U West Virginia U Western Carolina U Western Illinois U Western Kentucky U Western Michigan U Wichita St D Winthrop Coffege	14,467 2,259 13,413 4,698 10,015 10,572 16,217 7,241 3,552 9,167	1.5 1.1 3.1 4.1 9.1 5.8 5.3 5.2 17.5	275 186 417 179 258 252 255 161 134 176	16.7 25.4 32.4 24.0 28.2 26.7 14.3 10.4 7.4	86 71 127 70 71 80 93	41.9 28.2 47.2 50.0 33.8 57.5 46.2	15 17 14 15 12 14 13 12	60.0 64.7 71.4 80.0 66.7 42.9 69.2 50.0 53.8

* The institution does not play Division I football.

† Some of the colleges that declined to respond to The Chronicle's survey cited privacy resome, while others said they would wait for the NCAA to release the information collectively.

* At several universities, only information about freshrien athletes was provided.

* Weber State. The many universities, does not require students to identify their race. As a result, some universities reported a large number of unidentified students, which explains why Weber State shows more black athletes than black students over \$1.

**SOURCE: CHRONICLE REPORTING

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Blacks' Big Share of Scholarships Contrasts With Overall Enrollment

Continued From Page A30 campus of Boise State University, the chances are good that he's an athlete. Thirty-five of the 40 fulltime black male students enrolled there in 1990-91 were athletes.

"People see me and immediately assume I'm on the track team,"

"It is not bad to bring athletes to campuses if they're given a fair

chance to succeed in the

classroom as well as on the athletic field.'

-says Ziddi Msangi, a senior finearts major at Boise State. "They

ask, 'What sport do you play?' "My response is, I'm on the art

It's not only students who assume he is an athlete. Mr. Msangi says. "If you're black, faculty members assume you're an athlete, so ideas are presented to you as if you're stupid. Your academic models. potential isn't recognized."

that filled out the National Col-

the form itself or the racial data

colleges from its survey. It left

out the 18 historically black uni-

versities that play Division I

sports, because their informa-

tion would not have provided

much insight and would have

And it excluded the eight uni-

versities in the Ivy League and

The Chronicle excluded 29

it contains.

Experts on race and others cite myriad problems that the abundance of black athletes and the relative dearth of other black students

cause for both groups.

Richard Lapchick, director of Northeastern University's Center for the Study of Sport in Society. savs his studies show that black athletes perform better academically and are actively engaged in extracurricular activities in high school, where they are likely to be surrounded by other blacks and have role models in the black teachers and administrators.

"In college all those things are reversed," says Mr. Lapchick, citing NCAA studies showing that many black athletes feel isolated and are more likely than whites to drop out, without a degree, after playing for four years.

There is no support group in the community they can turn to for mentoring and leadership. They become a subculture, separated not only from whites but from other black students on campus," he says, noting that even black college coaches are in short supply as role

Many colleges have established

Twenty-two colleges de-

clined to provide the informa-

tion to The Chronicle, citing pri-

vacy concerns and other rea-

Some of the colleges said that

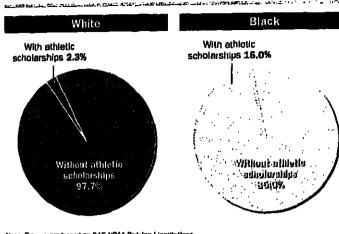
since the NCAA would make

public much of the information

from the graduation-rates forms

this summer, they preferred to

Proportion of Male Undergraduates With Athletic Scholarships, 1990-91



grams designed to support the many of those programs, while beneficial, "conspicuously move these people out of encounters with the black culture," says Ronald C. Althouse, chairman of the anthropology and sociology department at West Virginia University and co-author of a forthcoming book about racism in sports.

'While African-American students are taking a serious re-examination of African-American and Eurocentric concerns, in many respects the black athlete is disallowed or discouraged from that kind of examination," says Mr. Althouse.

While Mr. Edwards of Berkeley worries about the black athlete who is thrust into a hostile or unfriendly environment on a white campus, he is more concerned about black non-athletes.

'Integrity' of Process Eroded

He describes inner-city students who strive to take all of the few college-preparatory classes that their schools offer, "struggling to achieve some semblance of a creditable GPA, oftentimes under extremely difficult circumstances. like metal detectors and armed guards outside the schoolyard."

"He or she does all that," he

special tutoring and advising pro- adds, "only to be told that he or she doesn't qualify for a college black athletes they recruit. But like Berkeley, while the athlete at that school who took none of the college-prep courses not only gets in but gets scholarship support.

"That crodes the integrity of the academic process, not just at the university but at the high school. It tells them they are not valued, that education is a farce, that the notion

"If athletic scholarships were dropped, I don't

think the money would

be used to bring other

minority students on campus."

that struggling to get an education is the way to achieve is a lie." Because black athletes are

reavily represented, and black non-athletes underrepresented, on many campuses, Mr. Edwards says, colleges also may create a highly negative perception about blacks in the minds of white students, and even in other blacks.

"By not recruiting representative numbers of African-American students, while simultaneously increasing the number of African-American athletes who are almost uniformly less qualified than the black students who are turned down, the impression is created that blacks do better in athletics. because they are either disinclined incompetent to perform academically," Mr. Edwards says.

Avenue of 'Upward Mobility'

As a high-school student, Mr. Sailes, the Indiana sociology professor, was recruited to overwhelmingly white Mankato State University on a tennis scholarship. He got his degree and embarked on a career in academe. Now, as founder of an advising group for black athletes, he defends big-time college sports as an avenue of "upward mobility" for young blacks.

"The graduation rate of black athletes is higher than for non-athletes," he says. "Sports give you the opportunity if you take advantage of it, and as long as colleges educate the kids they bring in, give them academic support and re-socialize them to realize that things besides sports are important, I have no problem with that,"

Linda Greene, a law professor

board at the University of Wiscon sin at Madison, agrees. "Athlelia" many for some be a vehicle of ediscational opportunity," she says. "I'm only troubled if they don't graduate, don't pursue a majoras other students do, and if their life at the university is consumed by

and a member of the athletics

No solid numbers exist that comoure the graduation rates of black athletes with those for other black students, although they will be: available when the National Colle giate Athletic Association releases the results of its latest graduation rates survey late next month.

However, comparisons of grade ation rates of black athletes and other students must take into account that athletes on full scholaship are not likely to face the heavy! financial pressure confronting of er black students, many of whom' toring that athletes in most big-time ?

Better Balance Sought

While sports officials and ed perts on race may disagree about self as a leader in the struggle for colleges' past recruitment policies, sex equity in intercollegiate sports. The action also drew concern must better balance their pursuited from officials in men's athletics black athletes and non-athletes in programs who fear that gender-eq-

of Wake Forest University and it team budgets and make their teams member of the NCAA president' less competitive. commission, says observers must. At a meeting of the Big Ten acknowledge "how important ath Council of Presidents and Chuncelletics has been, not only in provide lors, the presidents unanimously ing access but in providing rok ratified a plan that would require models, emblems of success, log African-Americans."

enormously valuable role in brief ing equal opportunity to a lot of people through athletics." say Mr. Hearn, who has been an out spoken advocate of tougher state dards for athletes.

"But what we've got to do move from this limited, tiny aread opportunity to expand opportunities to all kinds of young people? be doctors and lawyers and w

Hard Work and Money

Wake Forest, Mr. Hearn says, striving to do that. "When I can here, the number of African-Ame ican students was tiny, and the were predominantly athletes. all agreed that this was a very thing, and that we were failing the

In 1990-91, according to Chronicle's survey, 59 of the I black male students at the university were athletes. In that same year about 7 per cent of Wake Fores its athietes-were black.

Next year, for the first time in history, says Mr. Hearn, 10 Pg cent of Wake's freshman class be black.

Hard work and money are no ed for colleges to achieve a bell balance, says Mr. Tribble. "My point is, if you can be it

aggressive and have this kind of h suit with athletes, achieving 8 tention rate greater than for the st dent body, why can't you take same kind of risk generally for the dents, and give them the same ki of financial aid, the support set ices, the caring and nurturing?"

Indge Voids Nevada Law Limiting NCAA Inquiries charges of wrongdoing in the men's plan to appeal the decision. They

By DOUGLAS LEDERMAN federal judge has struck down

Nevada law that limits the National Collegiate Athletic Association's investigative powers, saying the measure restricts interstate commerce and violates the contract between the NCAA and its

Association officials hope the ruling will break the impasse that basketball program at the University of Nevada at Las Vegas. Besides overturning the law, the judge lifted a stay that had prevented the NCAA from proceeding with

Plan for an Appeal

But lawyers for the defendants in the lawsuit-former UNLY baskethas hampered their inquiry into ball coaches and sports officials—

least 40 per cent of their athletics

opportunities to women by 1997.

Big Ten athletics departments now

provide 30 per cent of their athlet-

ics opportunities to women. The

conference is the first to set specif-

ic gender requirements as a condi-

cause we are out in front and too

strict," said Steven C. Beering,

president of Purdue University and

chairman of the league's presi-

dents' council. "But we feel this is

an issue to take a lead on, and we

will also work to change things at

The presidents voted to propose

that the National Collegiate Ath-

letic Association place a cap on the

number of participants in men's

sports in Division 1, particularly

football. The proposal, the details

of which are still to be worked out

by the league, would be made at

ber of scholarships in each sport-

in Division I-A football, it will be

92 this year-it imposes no limits

on the number of players on a

team. The average Division I-A

football team had 117 players in

their representation in the student

body. Women make up 51 per cent

The Big Ten presidents also dis-

a cap on men's teams at 10 per cent

below the national average in all

that idea is unlikely to progress

"Rather than piecemeal it out on

best advised to work with the NCAA

The presidents did not offer con-

crete proposals on how each insti-

on such issues," he said.

much further.

of all students at lowa today.

While the NCAA limits the num-

next year's NCAA convention.

We often hurt ourselves be-

tion of membershin.

the national level."

Big Ten Chiefs Vote for Sex-Equity Plan and Will Push for Cap on Team Sizes the league's members to provide at

Ry DEBRA E. BLUM The presidents of the 11 universities in the Big Ten Conference voted last week to adopt a prececome from poor families. And not dent-setting gender-equity plan athletes don't get the intensive , and agreed to push for national legislation to limit the size of teams in

Both moves were cheered by women's-rights advocates, who said the Big Ten had positioned ituity goals and reduced squad sizes Thomas K. Hearn, Jr., president will squeeze already shrinking

"College sports have played at New framSUNY Dress-EFFECTIVE COMMUNICATION FOR ACADEMIC CHAIRS

Mark Hickson III and Don W. Stacks *There is precious little of value that talks about the process of chairing an academic dopartment, and with the frequency of chair

Iowa Sets Its Own Goal turnover there is need for material that The proposed cap would save can help new chairs to adjust to the lob and anticipate what they may money and help universities meet have to contend with over the space their gender goals, said Hunter R. A a day, week, or semester." Rawlings, III, president of the Uni-- William F. Eadle versity of lowa.

California State University, Northridge lowa has set its own gender goal: ²³¹ pp • \$14.95 pb • 0-7914-0862-0 In April the university approved a State University of New York Press clo CUP Services, PO Box 6525 thace, NY 14851, 1-800-668-2211 NYS residents, add your sales sax. plan to assure that, within five years, its female students will par-NYS residents, add your sales say. VISA, MasterCard, ArmEx accepted. ticipate in sports and receive athletic scholarships in proportion to

The Pimsleur Tapes 800-222-5860 FAX 508-371-2935 29 Lexington Road, Concord, Mass, 017812 USA.

tution ought to reach its 1997 Buy One Get One Free! goal. Mr. Beering and other presi-BLACK RESOURCE GUIDE dents said league members were ISBN 0-9608374-7-7. Gives immediate likely to add new women's teams, cess to 4000 key blacks in the U.S. seed \$53 to: Black Resource Cuide, 501 Oneida Piace NW, Washington, DC 20011, (202) 291-4373. limit the size of men's teams, and reduce spending in the men's program in ureas such as travel and recruiting.

say they will seek a new restraining order from the U.S. Court of Appeals for the Ninth Circuit.

The ruling by Judge Howard McKibben voided a 1991 law that imposed due-process requirements on the NCAA's investigations of possible violations of its rules.

The law-prompted in part by the long-running legal battle between the NCAA and Jerry Tarkanian, the former Nevada-Las Vegas basketball coach—imposed conditions on NCAA investigations in the state. It required the NCAA to open its hearings to the public, allow accused coaches and colleges to confront their accusers, and provide those being investigated with

copies of all documents in the case. After the law's adoption, four UNLY sports officials who were subjects of the NCAA's investigation wrote the association to demand that it obey the Nevada law. NCAA officials, determining that they could not do so without ignoring their own procedures, which cannot be amended without a vote of its members, sued the four

"The things we were asking for are basic

American rights, yet they

are wiped out in an

arbitrary manner by

the Gestapo NCAA."

sports officials and several state officials in federal court.

In overturning the Nevada law, Judge McKibben said that the statute violated the interstate commerce clause of the U.S. Constitution, and that its benefits to Nevadans were "outweighed by the general harm to the uniform enforcement of regulations by the NCAA and its member institutions throughout the country."

The judge also ruled that the law would give institutions in Nevada an unfair advantage over other members of the NCAA by restricting the association's ability to enforce its rules against them.

NCAA Officials Are Pleased

NCAA officials said they were pleased by the decision. They said they hoped it would weaken the basis for similar laws in the three other states that have adopted them, and discourage other states from cussed, but did not vote on, placing instituting such laws.

The sponsor of the Nevada statute. State Rep. Jim McGaughey sports. According to Mr. Reering. reflecting the opinions of other lawmakers, said Nevada did not plan to back down. "The things we were asking

the conference level, I think we're for-open hearings, the right to confront accusers—are basic American rights, yet they are wiped out in an arbitrary manner by the Gestapo NCAA," said Representative McGaughey, a Republican and minority floor leader.

In a related matter, a Nevada judge this month ordered UNLY to pay nearly \$196,000 in court costs accumulated by Mr. Tarkanian in his legal dispute with the university and the NCAA

AN EVEN **MORE USEFUL EDITION OF EVENTS ACADEME**

You'll want to save this extraordinarily useful compendium of forthcoming meetings, conferences, seminars, and other noteworthy events in higher education. This fall's edition will be more useful than ever. In addition to the comprehensive listings, you'll find articles on how successful meeting planners work (and sometimes stumble); on academic travel in Eastern Europe; and on "how conventions help us celebrate the comings and goings in our lives that give special delight, special pain." Don't miss this pull-out special—in The Chronicle's August 5 issue.

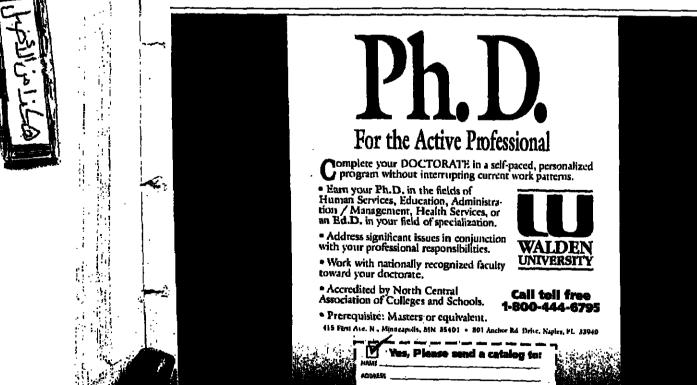
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The listing of events in the news columns of this special supplement is free, and information for inclusion in those columns is welcomed for consideration by the editors.

The Chronicle of Higher Education 1255 Twenty-Third Street, N.W., Washington, D.C. 20037





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How the Survey Was Conducted

Of the 296 Division I colleges the three U.S. service acade-

legiate Athletic Association's vide athletic scholarships and

Graduation Rates Disclosure hence were not required to fill

Form in academic year 1990-91. out the sections of the gradua-

245 gave The Chronicle either tion-rates form that pertain to

The American Astronomical

personal contributions from its

members to assist colleagues in

The society, which set up the

fund in February, will use \$30,000 of

the total to finance research grants

of \$100 each to 300 astronomers in

the former Soviet republies. The

subscriptions—including air-mail

Officials of the society said their

specifically to help astronomers in all

of the former Soviet republics. It is

generation of young astronomers in

"This is a one-year or two-year

effort," said Stanford E. Woosley, a

astrophysics at the University of

intended as a stopgap measure to

delivery-to eight leading U.S.

effort was the only international

initiative to date developed

prevent the dissolution of a

professor of astronomy and

California at Santa Cruz and chairman of the society's Committee

to Support Astronomy in the

cannot and do not intend to

the former Soviet Union."

Former Soviet Republics, "We

permanently support astronomy in

A similar fund-raising effort to

in the former Soviet Union was

started in April by the American

had raised more than \$31,000 in

Ernest M. Henley, a physics

president, said he expected the fund

donations from its members.

professor at the University of

Washington and the society's

Israel's Ben-Gurion

to exceed \$100,000. He said the

Alfred P. Sloan Foundation would

provide up to \$100,000 in matching

University has received a \$5-

who headed Czechoslovakia's

secret police in the late 1940's.

Zoltan Toman, who is now 83

between Venezuela and California.

was Minister for Security Affairs in

regime that came into power after

World War II. At a meeting of the

university's Board of Governors this

month, at which he was a guest, Mr.

Toman recounted how he decided to

open up Czechoslovakia's borders

to Jewish refugees fleeing Eastern

Europe for freedom in the West and

in Israel. He said that he had resisted

pressure from his own Communist

Party and from the former Soviet

Union to close the country to his

fellow Jows, and that that had led to

his arrest and incarceration in 1948.

Mr. Toman managed to escape

behind bars, and his son-2 years old

businessman. His latest gift brings to

\$9-million his total contributions to

Mr. Toman fled to Venezuela,

where he went on to become a

successful lawyer and wealthy

from prison. His wife, however,

committed suicide while he was

at the time-disappeared.

the university.

years old and divides his time

the Czechoslovak Communist

million donation from the man

provide research grants to physicists

Physical Society. As of last week, it

astronomy journals.

that region.

balance will be used to pay for

Society has raised \$45,000 in

the former Soviet Union.

International

Palestinian Students Return to Bir Zeit U. After 4 Years of 'Underground' Classes



QAZA STRIP

ISRAEL

ties had long considered the most problem-

Actually, as everyone here is quick to

point out, the university is only half open.

Its original campus in the village of Bir

Zeit, home to the schools of commerce and

the humanities, remains closed under army

orders. The students in those departments

are still attending off-campus classes in

According to Penny Taylor of the uni-

versity's public-information office, fewer

than half of the currently enrolled 1,800

students are in departments based on the

atic, was last on the list,

and around nearby Ramallah.

By HERBERT M. WATZMAN

RAMALLAH, ISRAELI-OCCUPIED WEST BANK The offices smell of fresh paint. New pictures of Abu Jihad, the slain military chief of the Palestine Liberation Organization, have been plastered all over the cafeteria. Librarians are dusting off books and updating catalogs. And students are re-adjusting to lecture halls and laboratories after years of "underground" classes in cramped apartments and rented rooms. Bir Zeit University is back.

At the end of April the university-the last Palestinian institution of higher education to remain closed by Israeli military order-was allowed to reopen its new campus, outside Ramallah.

Bir Zeit's two campuses, like those of the five other universities and 17 junior colleges in the West Bank and Gaza Strip, were shut down by the Israeli occupation authorities in January 1988, soon after the start of the Palestinian uprising known as the Intifada.

Like the other institutions, Bir Zeit eventually put together a system of offcampus programs that enabled it to offer classes and even graduate many of its students. But not having access to its administrative, laboratory, library, and other facilities limited both the extent and quality of its offerings.

Considered the Most Problematic

Two years ago Israel's Defense Minister. Moshe Arens, began allowing the Palestinian institutions of higher education to reopen, one by one. Bir Zeit, the most prominent and the one that Israeli authori-

to normal until it is allowed to operate be its campuses.

Israel's military government in the W Bank has announced that it will allow Zeit's old campus to reopen October unless the army decides that the univeris promoting or allowing anti-Israeli

allowed to reopen, but the old campus is

the village of Bir Zeit remains closed.

reopened campus. But it does house.

addition to the science and engineeringo

tration building, the unchors of any car

pus, and the reopening of those facility

has lent a sense of normality to university

Old Campus to Reopen October l

Even so, Ms. Taylor and other office

maintain that the institution will not refer

It was just such agitation—mostly dent demonstrations, protests, and d political activity—that prompted the tary to close Bir Zeit and other West B institutions many times before the fada, and to decide on a wholesels down of Palestinian higher education onset of the uprising.

Officials of the universities c the closures as an illegal form of colle punishment that "criminalized tion." But the Israeli authorities in that the campuses served as focal pol for activity that threatened Israel's col of the occupied territories.

Just this month An-Najah University Just this month An-INAJAN was and labs and drafting equipment."

shut down for seven days by the Israeli authorities, who cited recent disturbances there. An-Najah had been closed for three and a half years before being allowed to

Students Are Older

A glance around the cufeteria here—the center of campus social life-shows the effects of the past four years. The typical student is older on the average than in 1987. Some who began their studies before the Palestinian uprising still have a year or two to go to complete their degrees.

"For the last four years I've had to alternate study with work, in order to meet expenses," says Nabil Dabdoub, a 28-year old, third-year biology major. He first enrolled at Bir Zeit in the fall of 1987, the last semester the campus was open, and continued taking courses through the off-campus programs that the university spon-

"During the years of closure we actually studied harder than we had on campus," he says. "But we had no access to the library and had to run around from one place to another to get books. The off-campus labs had only the most basic equipment. Now everyone is taking their studies very seriously. No one wants to miss a

"Really, the thing we want most." he adds, "is just to act normal on campus."

Fatina Jaouni, a freshman in the school of engineering, says the most important change for her is the student life that is possible only on a campus. "Here we can hold activities and we see one another on campus," she says. "The studies are the same, more or less, except that now we have bigger classrooms and the labs and drafting equipment are right at hand,"

Ms. Jaouni had no explanation for another noticeable change: There are fewer women at Bir Zeit now than before the leges, the university library and admissional limiteda. According to Ms. Taylor of the public-information office, the number of women enrolled is down by about 30 per tent. In 1987, the male-female ratio was lmost even. The reason for the change is not clear, says Ms. Taylor, but it might be that, because of the uprising, parents are hesitant to allow their daughters to leave

> Since both the university's lack of facililes and the uncertainties of life during the



Falina Jacuni, a freshman engineering major: "Here we can hold activities and see one another. We have bigger classrooms done by the students themselves."

Intifuda caused a sharp decline in the number of first-year students who enrolled over the past four years, university officials are expecting a huge number of applications for the academic year that begins in October.

Nabil Kassis, a faculty member who currently serves as assistant to the university's acting president, Gabriel Baramki, says the university has not yet decided how many it will admit.

"The total student population is unlikely to be larger than the 2,500 or so we enrolled before the Intifada," he explains. "Our facilities are limited, and we want to main-

tain our student-teacher ratio." However, the institution is campaigning

"During the years of closure

we actually studied harder than we had on campus. But we had no access to the library and

had to run around from one

place to another to get books."

against the military government's attempt to reduce the number of students from the Gaza Strip who can enroll at Bir Zeit.

Mr. Kassis says he did not anticipate the need for special remedial work for the students who had studied in inadequate conditions during the closure.

"Standards suffered a bit, but the catching up has to be done by the students themselves," he says. "Our students are required to pass a comprehensive examination in order to receive their degrees, and we don't intend to make any concessions to lower standards."

Its Worst Financial Crisis

The university is now in the midst of what may be the worst financial crisis in its history. While Bir Zeit has never been willing to disclose information on its budget. its financial base has never been strong. It lacks both an endowment and a government to which it can appeal for support.

The Intifada itself dealt a blow to the university's bank accounts. The West Bank and Gaza Strip sank into a recession caused by frequent business shutdowns, by the increasing problems that residents Continued on Following Page

Nabil Kessis, a physics professor who is now assistant to the president: "Standards suffered a bit, but the catching up has to be

To French Scholars, 'le Politiquement Correct' Is a Symptom of America's Social Breakdown

By PATRICIA BRETT

"Political correctness" came to France this month, where it was subjected to two days of analysis and discussion by French and American academics and intellectuals.

Most of the French participants in the colloquium said the emergence of "le puli*tiquement correct,*" as the controversia phenomenon is called here, was the result of an American inability to cope with the breakdown of society in the United States. They also appeared convinced that political correctness was the kind of phenomenon that could happen "only in America," as one put it, and would never surface in France-at least not in as virulent a form.

The seminar at the Sorbonne was organized by New York University's Center for French Civilization and Les Éditions Autrement, a Paris publisher. "This is such a hot issue in the U.S., we thought it would be interesting to see what the French view of it is," said Thomas Bishop, who heads the NYU center.

The consensus among the French at the seminar was that although the famous U.S. melting pot had never really worked, in the past those who had not quite melted had kept their mouths shut. But times have changed, and those who do not fit the "American model" are now desperately seeking an identity.

The resulting "Balkanization" of society can lead to disastrous consequences,

warned Françoise Gaillard, a professor of literature at the University of Paris. "The cure is worse than the disease," she argued, "because political correctness does not favor integration. Instead, it closes people off from each other and makes them less interested in others who are not like

Individuals or Communities?

For Daniele Sallenave, a writer and professor of literature at the University of Paris, the question raised by PC—the shorthand quickly adopted by speakers here was simply this: "Do we want to protect the rights of individuals or those of communities? We cannot have both."

Denis Lacorne, a professor of history at the Institute of Political Studies in Paris, said he was resolutely pro-PC. "The debate over PC is based on fear," he said. "Parents are afraid that they will pay huge amounts of money and have their children get a poor education."

The PC debate has questioned "the canons" of education, but, he argued, educational standards are constantly changing. What is seen as "traditional" and a guarantee of "a quality education" today was decried as "radical" and "unacceptable" in the past, he said. Conservatives don't like post-modernism, said Mr. Lacorne, because it questions the values they would like to perpetuate. "They take small at-

Continued on Following Page

U. of Zimbabwe Expels Its 10,000 Students After Weeks of Protests Over Tuition Increase

By STEVE ASKIN

The University of Zimbabwe has expelled all 10,000 of its students following weeks of protests against a governmentordered tuition increase of 25 per cent.

Students had demanded increased financial aid, but their demonstrations-both on the campus and in downtown Hararealso touched on broader questions involving alleged corruption and mismanagement in the government of Robert Mugabe, Zimbabwe's President.

In a telephone interview, the university's acting vice-chancellor, Gordon Chavanduka, said violence had forced the institution's governing council to take the extreme step of expelling the students.

"They have a right to demonstrate, and we supported them in that right, " he said. "but when it became violent at the end, that we could not tolerate."

The University Council also indefinitely suspended the student government. Mr. Chavanduka said students would have to apply to be re-admitted.

The expulsions followed a demonstration last month during which some students smashed store windows and overturned cars in downtown Harare after marching to the Ministry of Education.

Up to that point, Mr. Chavanduka had defended the right of students to protest, according to human-rights activists in Harare. Earlier in May, after riot police had used tear gas against students demonstrating on the campus, the vice-chancellor ne-

gotiuted an unprecedented agreement in which police gave de fueto recognition to the right of students to peaceful protest.

After the agreement was reached, students-whose past protests almost invariably had been met with police violencestaged several peaceful demonstrations on and off the campus.

Attempt to Seal Off Ministry

The demonstrations turned violent May 28, as police intervened to block a student attempt to seal off the Ministry of Education building. Even then, according to an official of Zimbabwe's Catholic Justice and Peace Commission, the police seemed merely to "poke at" students with riot batons, eschewing the use of tear gas and the their past responses to student protests.

Following that clash, however, the police banned all off-campus demonstrations, and squads equipped with riot gear surrounded the campus. Students boycotted classes for several days to press their demand for an increase in financial aid to help them meet the higher costs of attend-

Higher Education Minister David Karimanzira announced that the government would ignore the students' demands. "No government worth its sait can tolerate such pressure," he said.

When the protests continued, the university announced the expulsion of all stu-







Chile's Students Protest Aid Policies With Boycotts, Building Takeovers

Chile is seeing the first outbreak examined every year. of student unrest since the end of military rule in 1990.

Students on at least 10 campuses have taken over buildings and staged class boycotts to protest fi- nancial-aid situation," says Nina nancial-aid policies that they say are inadequate and unfair.

The traditionally militant students of the Metropolitan University of Educational Sciences here are notoriously short. In recent led the way with a takeover of the years, student aid has been paid rector's offices and other campus out of revolving funds at each unifacilities. Negotiations brought an versity, and they are replenished end to the occupation after two only by graduates' repayments. weeks, but classes were still suspended last weck.

A march on the Education Ministry led to the arrest of several protesters, including the president of the University of Chile's student federation, Arturo Barrios.

Protesters also occupied buildings at the Catholic University of sity, allocated additional funds \$840-out of his own funds, got a Valparaiso, the University of Biobío in Concepción, Frontier University in Temuco, and the University of Playa Ancha. Sympathy protests were held at the Chillan campus of the University of Bíobío and at Arturo Prat University in

Seeking Radical Changes

Students are demanding radical changes in the system of loans and scholarships that they rely on to finance their education. Chilean can never repay. students receive loans, based on

Jordan's decision to withdraw

from much of its political and eco-

nomic involvement in the occupied

Even though it was offering pro-

grams at off-campus locations, the

university did not charge tuition

while its buildings where shut-

tered, at least in part because of the

increasing destitution of students

and their families. Students began

paying again last fall, but tuition

‰has never provided more than a

small part of the university's oper-

dealt the university an even more

form of both government grants

and contributions from wealthy

Palestinians and other Arabs in

those areas, funneled through the

The war destroyed Iraq's econo-

made Kuwait and the other Gulf

sheikdoms hostile to Palestinians

As a result of its current financial

"We've had to cancel orders on

territories.

ating funds.

in general.

cent of their salaries.

Effects of Gulf War

need, to cover a proportion of their SANTIAGO, CHILE fees, but their eligibility must be

> "With the appeal and re-appeal process, and the shortage of social workers, students end up spending half the year thrashing out their fi-López, executive secretary of the University of Chile Student Feder-

In addition, financial-aid funds With the usual rates of delinquen-

versities. Alejandro Ormeño, the from elsewhere in the institution's unable to do so again this year, students protested.

Reaction at Teachers' Colleges

Metropolitan University and Playa month. Ancha tend to react first to financial issues, since teachers in Chile are poorly paid. Students pursue their studies as their total indebtedness climbs to levels they feel they

Continued From Preceding Page computer printers and advanced he says, "but it's not affecting the

had in finding jobs in Israel, and by equipment for our research labs," way they run their classes. Every-

the physics department, "We're

tell whether the financial problems

will have an adverse affect" on the

academic progress of the universi-

been especially hard hit by the clo-

sure. He says that 7 of the 15 mem-

bers of the department at the time

by the Israelis, two resigned in the

course of the Intifada, and another

much of Bir Zeit's budget came tration. On the other hand, the de- the right or on the left? "Is this the from Iraq and the Gulf states, in the partment now has only 14 students latest idea of a tired-out left looking

Anticipating a large influx of

freshmen in the fall, Mr. Salamin

will be forced to teach introductory

courses. The teaching load that

most of them will carry, combined

with the freeze on buying equip-

"The teachers are frustrated,"

had four years ago.

Larger Teaching Loads

Mr. Salamin's department has

ty's students.

Last year's Persian Gulf war longer teaching. One was deported

my and the PLO's support of Iraq predicts that most faculty members

predicament, the university admin- ment and the difficulties in obtain-

istration has frozen hiring and pur- ing support funds, will make it

chasing. Faculty and staff mem- nearly impossible for the depart-

bers now are receiving only 85 per ment to pursue any experimental

research.

says Yousef Salamin, chairman of one's very enthusiastic."

the university was shut down are Continued From Preceding Page

majoring in physics, half of what it for a breath of fresh air, or is it a

no longer at Bir Zeit, or are no tacks for a veritable coup d'état,"

in the West Bank contends that on loan to the university's adminis- you on the political spectrum—on ization of the language."



cy, the funds shrink and must be Arturo Barrios, president of the University of Chile Student Federation, speaking supplemented by special authoria at a campus rally. He was among those arrested in a march on the Education Ministry.

uted to the loan pools at some uni- physics student Rodrigo Angulo, said he had paid about half his rector at the Metropolitan Univer- 292,000-peso annual fees-about loan for another quarter of the tobudget last year, but when he was tal, and received a scholarship to cover the rest. His total debt after five years, when he will qualify for a teaching job, will be more than \$1,000, and his starting salary as a Teachers' colleges such as the teacher will be less than \$200 a

Some students have said that the Metropolitan University needs an additional 521 million pesos, or about \$15-million, just to cover students' need-based loans this year.

other universities." Yet the uni-

One problem many French have

'Satan' now that Communism is

Political correctness "claims to

Bruckner, a writer and lecturer in

politics at the Institute of Political

Studies. "But from what I read

about it in the press, it sounds more

like statements I hear from the ex-

According to Mr. Bruckner, PC

tends to "imprison" people in be-

havior that is based on race or gen-

treme right in France."

dead?" Ms. Gaillard asked.

The Israeli military government is on leave. One—Mr. Kassis—is does being politically correct put lenave: "It's an attempt at moral—called "universalism"—the

In 1991, the government contrib- at the Metropolitan University, tion Minister Ricardo Lagos said his door was "always open" to discuss problems, but that he would refuse to meet with student leaders who used force. Mr. Lagos was scheduled to meet with the Council of Rectors last week to discuss the unrest and try to involve the uni-

versity officials in "a constructive

process," a ministry official said. The most likely outcome will be quicker attention to a series of oroposals made by a special government-appointed committee in 1990. Among other things, that panel recommended that graduates be required to make loan payments only if they carned more than 80,000 pe-Government officials have react—sos a month, or about \$228, and

One participant in the takeover ed angrily to the protests. Educathat such payments not exceed 5 per cent of their monthly salary. Those earning less would be ex-Students Return to Bir Zeit U. in Occupied West Bank

with the whole issue is. Where French participants. Said Ms. Sal-

gadget of the right's to create a new search at the National Center for

emanate from the left," said Pascal efforts to enforce political correct-

der. He likened it to a type of "re- that is a threat, but it shows us

actionary romanticism" that flour- what results from a disastrous so-

'Don't-Pay Culture'

"There developed a certain Mr. Kassis insists that "the fi-'don't-pay culture' during the last not allowed to hire, but we need an nancial problems should not be government, which lingers on, electrical technician very badly, blown out of proportion-they're said José longuin Brunner, chairand we need more faculty for next no different from those suffered by man of the committee.

cused from payment until their

carnings reached that level.

Since the end of military rule in Still, he says, it is "too early to versity's lack of any independent 1990, government support for higher education has risen some 30 per financial base means that it must quickly find alternative sources of cent in real terms.

> income. So far, it has not managed University's rector, blamed

> > More Than a Warning

Philippe Roger, director of re-

Scientific Research in Paris.

agreed that PC was a quest for mor-

als. But he expressed fears about

ness with devices such as speech

codes: "You could have regula-

tions dealing with the use of nu-

Ms. Gaillard said that the PC ex-

perience in the United States was

ances or even intonation."

ry. "I fear that PC is the return to a mocracy." Ms. Gaillard said

kind of orthodoxy," he said, an at-

titude shared by many of the the resulting social ills of the

being taken seriously in France. America it's very important

"Communists" for the distubances on his campus.

here, who acknowledge that lefts students have led the agitation! quickly add that the grievancesa. real and receive broad sympaths.

'A Degree of Complicity'

Despite their public criticisms the protests, the rectors are not a tirely unhappy with the disturb ances, according to some obser-

"I think there is a degree of cooplicity on their part, insofar as the know the troubles will shake los more money for their campuses. said a government official wh asked that he not be identified?

For that matter, the Educate Ministry itself may have a simit view of the unrest, as it fights? more money from the powerful nance Ministry.

"We'te all affected by the creasing difficulty of paying college," said Ms. Lopez of f Student Federation at the University sity of Chile.

"This university used to b great opportunity for lowermiddle-class kids," she ad 'Now you see that the stude Mr. Ormeño, the Metropolitan body is more and more compo of the well-to-do."

ed States was to practice what

gration of different cultures

worried about PC's becomin

ture "is tolerant and has always

couraged the discussion of

ent points of view." Americant

ture, in contrast, is in bad he

and culture in a sea of ignorate

they'll never read another boo

phenomenon in Europe, whe

policies and education. Mr. Bruckner said he was

the system through efficient so

French See 'le Politiquement Correct' as Symptom of U.S. Decli ished in Germany in the last centu- cial policy and breakdown

> Yet another resignation at Yale University: Michael E. Management, is leaving to become executive vicepresident for marketing at Northwest Airlines. Considerable dissension greeted President Bent in October 1988, as students feared possible curricular changes. Mr. Levine did reorganize the school considerably. Mr. Levine, a former president and chief

he said. "In the U.S. there is and ly ignorance." he said. "The versities are islands of educaaway because of protesters (Name Dropping, May 27). Said Mr. Roger: "The reason But she sat in the front row—and received an ovation when he spoke at the University of Denver's "It represents more than a warn- 10 books freshmen will have ing," she said. "It's not PC itself read is because everybody by

Mario Ordinas

SMANY other institutions have done recently. Michigan State University looked to its emeritus ranks for an interim president after John DiBlaggio announced in May that he would be leaving to become president of Tufts University.

Gordon Guyer, professor emeritus of entomology who retired this spring as vice-president for governmental affairs, was named to the post by the university's Board of Trustees.

Mr. Guyer, on the faculty since 1954, earned all three of his degrees at Michigan State. (He also served as director of the state's Department of Natural Resources from 1986-88 during Gov. James Blanchard's administration.)

Rumors are circulating that members of the Board of Trustees have said they won't appoint a permanent president until after the November election. Reportedly, some Democrats on the board would like to appoint former Governor Blanchard to the post, Mr. Blanchard, a Democrat, is an alumnus of the university.

While denying any political motive, Gov. John Engler, the state's current Governor, a Republican, and also an alumnus of MSU, asked Dean Pridgeon, chairman of the board and a Republican, to drop his retirement plans and seek re-election in November.

An unusual number of academics are among the 33 new MacArthur Fellows announced this week (see complete list in this week's Scholarship section). The 19 fellows with university affiliations include two historians with special interests in the 19th-century American South: Barbara Fields, author of Slavery and Freedom or the Middle Ground, and Suzanne Lebsock, whose Free Women of Petersburg examines women's status in a Virginia city in the 19th century.

Other academic fellows include John Holland, a computer scientist at the University of Michigan who created the genetic algorithm, a general computational formula used in problem solving; Evelyn Fox Keller, a mathematical biologist who is professor of women's studies and rhetoric at the University of California at Berkeley; and Uri Troisman, now a professor of mathematics at the University of Texas at Austin, who this summer is conducting a National Science Foundation workshop at the University of California at Berkeley for disadvantaged high-school students.

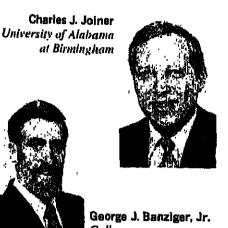
Fellow Robert H. McCabe, president of Miami-Dade Community College, was cited for "establishing that community colleges can maintain . . . open access for all students without compromising academic excellence."

Levine, dean of the university's School of Organization and Schmidt, Jr.'s, appointment of Mr. Levine to the deanship executive officer of New York Air, said his departure was in the works well before Mr. Schmidt's resignation.

When her husband. Ted Turner, delivered the commencement address at the Citadel, Jane Fonda stayed commencement this month.

Gazette

APPOINTMENTS, RESIGNATIONS, & DEATHS



of Mount St. Joseph





Salt Lake Community

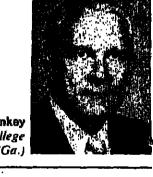
College



J. Thomas isherwood Northern Kentucky University



Homer R. Pankey Thomas College



- New college and university chief executives: American University of Paris, Glenn W. Ferguson; College of San Mateo, Peter J. Landsberger; Deep Springs College, Sherwin W. Howard; Harrisburg Area Community College, Mary L. Fifield; King College (Tenn.), Richard Stanislaw; Mankato State University, Richard R. Rush; Montgomery College (Tex.), William D. Law, Jr.; Schenectady County Community College, Gabriel J. Basil; Thomas College (Ga.), Homer R. Pankey; West Virginia Institute of Technology, John P.
- Other new chief executives: American Antiquarian Society, Ellen S. Dunlap; National Environmental Education and Training Foundation, Barbara Marsilius Link.

Appointments. Resignations

Richard Guarasci

Hobart College

Roy Austenson, dean of undergraduate studies and associate vice-president at lithois State U., to provost at Valparai-

George J. Banziger, Jr., assistant pro-vost and dean of continuing education at Marietta College, to academic dean at College of Mount St. Joseph.

Gabriel J. Basil, vice-president and dean of academic affairs at Schenectady County Community College, to presi-

6. Kemble Bennett, associate dean of engineering at Texas A&M U:, to director of the Texas Engineering Extension Service and associate deputy chancelle for engineering of Texas A&M U. Sys-

John Battyon, former campus minister at North Carolina Wesleyan College, to campus minister at U. of North Florida. George E. Biles, professor of manage-

ment at American U., to dean of the school of management at Robert Morris John W. Boyer, professor of history at

U. of Chicago, to dean of the college, effective in September.

D'Am Campbell, associate professor of history at Indiana U., to dean of the college of arts and sciences at Austin Peny

Michael A. Cappeto, dean of students at Harvey Mudd College, to dean of the college at Colgate U.

Continued on Following Page









John P. Carrier, vice-president and seademic dean at Concord College (W.Va.),

David D. Chang, professor of electrical and computer engineering at U. of Colorado, to dean of the College of Engineering and Applied Sciences at Arizona

Jerry L. Cohen, professor of psychology at U. of Rhode Island, also to associate dean of the college of arts and sciences Sherri N. Coe-Perkins, vice-president for student affairs at Chicago State U... to vice-president for student affairs at

Paul B. Cook, executive vice-president for administration and technology at Western Kentucky U., has announced his retirement, effective June 30.

David W. Eitland, consultant in Portland, Ore., to director of development a

Glenn W. Ferguson, former U.S. Ambassador to Kenya and former president of U. of Connecticut, to president of

Carlos M. Ferrario, chairman of brain and vascular research at Cleveland Clinic Foundation, to professor of surgical research, professor of physiology and charmacology, and director of the Cen-ter for Research on Hypertension at Wak*e* Forest U.

Mary L. Fifield, vice-president for Academic affairs at Mott Community Col-lege, to president of Harrisburg Area

Graciela G. Figueroa, director of com-munity and school relations at Glendale Community College, to associate vice-chancellor for public information and community relations at Houston Com-

munity College System. Kenneth Frazier, acting director of the General Library System at U. of Wisconsinut Madison, to director.

Loren Friesen, vice-president for advancement at Tabor College, also to chief executive officer of Tabor Founda

Peter Garcia, physician in California, to director of the health center at U. of Wisconsin at Milwaukec. Michael Grace, chair of music at Colo-

Tado College, to acting president. Richard Guarasol, associate dean for university programs and professor of government at St. Lawrence U., to dear f Hobart College of Hobart and William

Kathryn Mr. Hall, assistant director of to director of affirmative action and di-versity at Cuyahoga Community Col-

H. William Heller, dean of the college of education and allied professions at U. of North Carolina at Charlotte, to dean and executive officer of U. of South Florida

Richard C. Hemberger, vice-president for finance and treasurer at Beaver College, to vice-president for business affairs and treasurer at Roanoke College. Mary J. Hitt. special assistant to the

president at West Virginia U., to executive officer for social justice. Lynn K. Hogan, director of corporation and foundation relations at U. of Washington, to vice-president for develop-ment at Whitman College.

Sherwin W. Howard, dean of the college U., to president of Deep Springs Col-

J. Thomas isherwood, interim dean of the college of professional studies at forthern Kentucky U., to dean. Charles L. Joiner, senior associate dean of the school of health-related profes-sions at U. of Alabama at Birmingham. Melyin W. Jones, former vice-president

iness and fiscal affairs at Howard U., to vice-president for financial affairs Patrick M. Joyce, vice-president for

university advancement at U. of Davon, to vice-president for university rela-Sandra K. Kidd, director of develop-

ment services at Emory U., to vice-pres ident for development at Perrum Col-

John Kuchinskas, dean of student life at Saint Mary-of-the-Woods College, to

Ron Kuchi, former associate vice president for development at Trinity Western U. (British Columbia), to vice-president for advancement at Tabor Col-

Peter J. Landsberger, dean of the business and computer-systems division at DeAsza College, to president of College

Lincoln Land College, to president of Montgomery College (Tex.). Michael E, Levine, dean of the School
of Organization and Management at

Yale U., has resigned. Jacques Levy, theater director, to director of the university theater at Col-

Kofi Lomotey, associate professor of education at State U. of New York at Buffalo, to chairman of administrative ational services in the college of education at Louisiana State U.

Glenn L. Lygnase, director of under-graduate admissions at Wichita State U., to vice-president for enrollment management at Tabor College. Michael T. Maraden, associate dean of

academic affairs in the college of arts and sciences at Bowling Green State U., to dean of arts and science at Northern

Donald J. March, former professor and chairman of physiology and biophysics at U. of Southern California, to dean of medicine and biological sciences at

Jon W. Mayer, chair of visual arts at U. of Dayton, to chair of art at U. of Arizo-

Gordon E. Michalson, Jr., professor and chairman of religion at Oberlin College, to dean and warden and professor of humanities at the New College campus of U. of South Florida. Homer R. Pankey, vice-president for

ment and external relations at California U. of Pennsylvania, to president of Thomas College (Ga.). Danny Parker, chairman of social sciences at Truett-McConnell College, to

associate dean for instruction and as-Raigh L. Pearson, vice-president for academic affairs and academic dean at Otterbein College, to vice-president for

academic affairs at U, of St. Thomas. Stephen S. Prokopoff, director of the art museum at U. of Illinois at Urbans-Champaign, to director of the museum

of the Office of Financial Managen and Economic Analysis of State of Kentucky, to vice-president for administration and technology at Western Ken-

Carmen C. Reagan, associate professor of marketing at Austin Peny State U., to dean of the college of business.

Dayld Richardson, former provost and campus dean of the Moreno Valley cumpus of Riverside Community College District, to dean of the school of humanities and sciences at Salt Lake Commu-

Richard P. Rush, executive vice-president and professor of English literature at California State U. at San Marcos, to president of Mankato State U. Thomas M. Schutte, president of Rhode Island School of Design, has re-

Jamea Shaw, government-documents librarian at California State U. at Fullerton, to social-science reference librarian at U. of Nebraska at Omaha. Kenneth H. Smits, associate vice-presi-

dent for business and finance at Marquette U., to vice-president for adminis-Carl F. Singer, vice-president for busi-ness and finance at Marquette U., has

Michael I. Sovern, president of Columbia U., has announced his resignation. effective June 30, 1993.

Richard Stanislaw, vice-president for academic affairs at Taylor U., to president of King College (Tenn.).

W. Craig Turner, professor and chair-man of English at Mississippi College, to vice-president for academic affairs at David L. Wagner, vice-president and tressurer of C. W. Benedum Founda-

tion, to chief investment officer and associate vice-president for investments at Northwestern U. James E. Ward, professor of muthematics at Bowdoin College, to dean of the

Karen West, assistant to the president for college affairs at State U. of New York College at Fredonia, to director of cornorate and foundation relations.

ance and administration at U. of Texas at El Paso, has announced his resignation, effective August 31.

Roger Wyse, professor of agriculture at Rutgers U., to dean of the college of ag-ricultural and life sciences at U. of Wisspenre Library. consinut Madison.

Park, 111.

John C. Griffiths, 80, professorement

tus of geosciences at Pennsylvania Stu. June 2 in State College, Pa.

Walter Groseman, 73, professorene

setts at Boston, May 29 in Conway,

nin at Berkeley, June 2 in Berkeley, (i'

dean of the College of Architectures

in Ann Arbor, Mich.

Irbun Planning at U. of Michigan.lar

Deaths IN THE ASSOCIATIONS

John A. Curry, president of Northeast ern U., has been elected chairman of Association of Independent Colleges and Universities in Massachusetts.

Ellen S. Dunlap, director of Rosenback seum and Library (Philadelphia), to president of American Antiquarian Soci ety, effective in October.

Richard E. Mandeville, president of New Hampshire Technical College at Manchester, to director of the Commisstitutions of New England Associati of Schools and Colleges.

MISCELLANY

Barbara Holt, former executive director of Citizens Schools Committee (Chicago), to program officer at John D. and Catherine T. MacArthur Foundation.

Barbara Marsilius Link, former directo of Texas Environmental Center (Houston), to president of National Environnental Education and Training Founda

Rinn Pennacohla, special assistant to the president for human resources at So-cial and Scientific Systems Inc. (Washington), to manager of personnel services at Howard Hughes Medical Insti-Randy H. Silvermon, preservation li

brarian at Brigham Young U., to chief preservation officer at Huntington Li-R. Stephen Wheatly, lawyer in Thousand Oaks, Cal., to associate director of

California Lutheran Educational Foun Robert E. Young, dean and professor of education at U. of Wisconsin Center-Fox Valley, to program associate at

Georgianna Ziegler, curator of special tion of Native American Children," incollections in the Furness Shakesper Library at U. of Pennsylvania, to had reference librarian at Polger Shake stitute, Northern Arizona University, Flagstaff, Ariz. Contact: Thom Alcoze, (602) 523-9195.

Robert Booth, 75, former directord # 2-4: Women, "Women, Politics, and the library-science program at Wajne State 11., May 15 in Detroit. Public Voice in the New Europe," international conference, Luxembourg Minnational comerence, Loxentoourg Min-istry of Culture, Clark University, and other sponsors, Bibliothèque Nationale, Luxembourg, Contact; Rachel Joffe Fal-Rienrdo A. Caminos, 76, formerch: man of Egyptology at Brown U. Mai

Gerhard Closs, 64, chairman of ches magne, (508) 793-7358.

8.8: Education, Annual convention, National Education Association, Washtry at U. of Chicago, May 24 in Pales Donald R. Glancy, 65, professorend tus of theater at Ohio State U., May % ington Convention Center, Washington. Contact: NBA, 1201 16th Street, N.W., Washington 20036; (202) 822-7750.

Canada Day (Canada)

Independence Day

tus of library science at U. of Masset # 4: Philosophy. Conference, Scottish Association for Classical Philosophy. University of Edinburgh, Edinburgh. The Rev. James H. Lambert, 78, form professor of canon law and sacreture ture at Murist College and Seminary, June 1 in Brighton, Mass. Contact: Dory Scialsas, David Hume Tower, University of Edinburgh, Edin-burgh EH89JX. Albert Lepawaky, 84, professorensitus of political science at U. of Calle

■ 4-7: Literature. International confer ence on the short story in English, University of Northern Iowa and University of Iowa, Cedar Falls and Iowa City. Contact: (319) 273-2761 or (319) 335-

Max Lemer, 89, writer, journalisi, in mer chair man of the Graduate School Arts and Sciences at Brandels U. and former member of the faculty at Sank ucational Management," Harvard Uni-versity, Cambridge, Mass. Contact: Lawrence College, June 5 in New Yot June Louin-Tapp, 62. distinguishmenting professor at U. of Osnabruk (6s many) and professor of child development at 11. of Minnesota, June 4 loor brary, Harvard Graduate School of Edu cation, Cambridge, Muss. 02138; (617) 495-2655, fax (617) 496-8051. Roginald Malcolmeon, 79, professe) emeritus of architecture and former

6-7: Aging. Institute on psychology of aging, National Science Foundation and College of St. Scholastica, Duluth, Minn. Contact: Chandra M. Mehrotra Director, NSF Institute, College of St. Scholastica, Duluth, Minn. 55811.

The Rev. Thomas A. McGrath, 73. pt 86-7: Learning. "Workshop on Col-laborative Learning." Pennsylvania State University, University Purk, Pa. Contact: Kathy Karchner, Pennsylvani fessor emeritus of psychology at Fin-field U., May 31 in Westport, Com. 1 State University, 410 Keller Conference Center, University Park, Pa. 16802-1304; (814) 863-3551, fax (814) 865-3749.

* 6-8: Humor. Conference, Interna-tional Society for Humor Studies, Paris

Seventh Street, Bloomington, Ind.

9-12: Administration. Summer confer ence, College and University Adminis trators Council, Ruttger's Bay Lake Lodge and Conference Center, Brainerd, Minn. Contact: Carol Brink or

10: Disabilities. "Implementing the Americans With Disabilities Act," satelite seminar, California State University at Long Beach and California Associa ion of Rehabilitation Professionals. Contact: Video Program Development, University Extension Services, California State University, 1250 Bellflower Boulevard, Long Beach, Cal. 90840-(31U) YB3-N334, IX

10: Management. "Total Quality Management: Executive Seminar," QSystems Inc., Philadelphia. Contact: QSystems, 100 South Sunrise Way, Suite 350, Palm Springs, Cal. 92262; (619) 778-

10-11: Assessment. "Classroom Research and Classroom Assessment: Les sons From Success and Promising New Directions," conference, University (California at Berkeley and Boston College, Berkeley, Cal. Contact: Faye Bish Education Department, University op, Education Department, of California Berkeley Extension, 2223 Pulton Street, Berkeley, Cal. 94720; (510) 642-1171, fax (510) 643-8683.

10-11: institutional advance

agement Program," Carnegie Mellon University, Pittsburgh, Contact: Debo-rah G. Corsini, Director of Executive Education, School of Urban and Public Affairs, Carnegic Mellon University, Pittsburgh 15213-3890; (412) 268-6082,

fax (412) 268-7036. ■ 6-24: Oral history. Short course in oral history, Wayne State University, Detroit, Contact: Kathleen Schmeling, Wulter P. Reuther Library, Wayne State University, Detroit 48202; (313) 577-

6-24: Philosophy. "Seminar on Indian Logic and Epistemology." Society for Indian Philosophy and Religion, Calcuta, India. Contact: C. Chakrabarti, Campus Box 2336, Elon College, Elon College, N.C. 27244. 7-9: Personnel. "Pre-Professional

Teacher Interview Seminar," SRI Gal-lup, Lincoln, Neb. Contact: Cheryl T. Beamer, SRI Gallup, 301 South 68th Street, Lincoln, Neb. 68510; (800) 288 8592 or (402) 489-9000.

■ 7-11: Solence education. "Revitaliz-ing the Engineering, Mathematics, and Science Curricula via Symbolic Alge-bra," workshop, National Science Foundation and Rose-Hulman Instit of Technology, Terre Haute, Ind. Contact: Mark A. Yoder, Rose-Hulman Institute of Technology, 5500 Wabash Avenue, Terre Haute, Ind. 47803; fax (812)

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7-12: Leadership, "Advanced Leader-ship Seminar," Association of College ns-International, University of Judaism, Los Angeles, Contact: Marsha Herman-Betzen, ACU1, 400 East Seventh Street, Bloomington, Ind. 47405; (812) 332-8017.

7-August 14: Humanities. "Inventing the New World: Texts, Contexts, Appronches," institute, National Endow ment for the Humanities and University of Michigan, Ann Athor, Mich. Contac Steven Muliancy, c/o B. Karen Clark, Department of English, University of Michigan, Ann Arbor, Mich. 48109.

8-11: Rhetorio and composition. Conference on rhetorio and composition. Pennsylvania State University, State College, Pa. Contact: Davida Charney. Department of English, Pennsylvania State University, University Park, Pa.

8-23: College unions. "Professional Development Seminar," Association of College Unions-International, Indiana University, Bloomington, Ind. Contact: Marsha Herman-Betzen, ACUI, 400 East 47405; (812) 332-8017.

Robert Waxlax, Department of Physical Education, Recreation, and Sport Science, St. Cloud State University, 720 Fourth Avenue South, St. Cloud, Minn. 56301-4498.

Dupont Circle, Washington 20036; (202) 328-5900.

10-12: Philosophy. Conference, Australian National University, Canberra, Australia, Contact: John Slaney, csir, Australian National University, P.O. Box 4, Canberra 2601, Australia.

■ 12-14: Personnel. "Employment Law for Human-Resource Professionals in Higher Education," seminar, Em-ployment Partnership, St. Louis, Con-

12-15: Fund raising. "The Fund Raising School: Leadership Development for Fund Raising," Indiana University, San Francisco. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapolis

46202-3162; (317) 274-7063. 12-15: Institutional advancement, Annual assembly, Council for Advancement and Support of Education, Atlantn. Contact: CASE, 11 Dupont Circle, Washington 20036; (202) 328-5900.

12-15: Mall. "Professional Mail Serv

12-16: Faculty. Annual conference, Association of Faculty Clubs Interna-tional. Brown University, Providence, R.1. Contact: Albert E. Poirier, Jr., Brown Faculty Club, Brown Universit One Magee Street, P.O. Box 1870, Providence, R.I. 02912; (401) 863-3023, fax 401) 863-3859.

12-17: Drug abuse. "Summer School of Alcohol and Drug Studies," Rutgers University, New Brunswick, N.J. Con-: Rutgers University, Center of Alcohol Studies, Smithers Hall, Piscuta-way, N.J. 08855-0969; (908) 932-4317. 12-17: Fund raising. "The Fund Raising School: Principles, Techniques of Fund Raising," Indiana University, Boston and San Francisco. Contact: Center on Philanthropy, Indiana University sity, Suite 301, 550 West North Street, ınapolis 46202-3162; (317) 274-7063 12-17: Health. Annual conference. National Weliness Institute, Stevens

Point, Wis. Contact: NW1, 1319 Premont Street, Stevens Point, Wis. 54481: (715)

Michael, (815) 753-6483. 12-19: Administration. "The New Manager in Higher Education Adminis tration," seminar, Texas A&M Univer-sity, College Station, Tex. Contact: Bry an R. Cole, Director, Summer Seminar on Academic Administration, Depart-ment of Educational Administration,

m 12-20: Pesce studies. Summer insti-tute for peace-studies educators. Uni-versity of Wisconsin, Milwaukee. Contact: lan Harris, (414) 229-4724.

94309: (415) 723-2138. 12-22; Philosophy. "Authenticity in African Philosophy," international con-ference. Nigerian Philosophical Associterence, Nigerian Philosophican Association, University of Lagos, Lagos, Nigeria. Contact: Sophia Oluwole, Department of Philosophy, University of Lagos, Lagos, Nigeria, or Kofi Johnson, Department of Political Science. New

13: Management. "Total Quality Management: Executive Seminar." QSystems Inc., Cincinnati. Contact: QSystems, 100 South Sunrise Way. Palm Springs, Cal. 92262; (619) 778-8704.

13-14; Acqueditation. Meeting of the Committee on Recognition, Council on Postsecondary Accreditation, Ritz-Carlion Pentagon City Hotel, Arlington, Va. Contact: COPA, One Dupont Circle, Suile 305, Washington 20036; (202) 452-4432 fav. (202) 311-9571.

CALLS FOR PAPERS

NUCEA 1993 Annual Conference Call for Papers

The National University Continuing Education Association invites proposals for papers and presentations at its 78th Annual Conference in Nashville, Tennessee, April 16-20, 1993.

Two sessions will be devoted to the presentation of research relevant to professionals in continuing higher education. Preference will be given to topics that address the conference theme, "Change, Challenge and Choice," which focuses on using continuing education to facilitate and understand the changes occurring in individuals, organizations, higher education and modern society.

Whenever possible, the application of the research to continuing education practice should be included. Formats may vary, but presentations are limited to one hour in length.

For consideration, submit in triplicate a two-page proposal with an identifying cover sheet and a short vita. The author's name should not appear on the proposal itself. Send all materials no later than August 28 to: Rick Osborn, Acting Dean, School of Continuing Studies, East Tennessee State University, Box 70659, Johnson City, Tennessee 37614-0659; fax: 615/461-7029.

Call for Programs Fifth International Conference Association for Student **Judicial Affairs**

The impact of Student Judicial Affairs on the University Community: A Celebration of Five Years of Promoting Professional Excellence

The Conference Program Committee is soliciting program proposais for presentation on topic areas such as community, civility, diversity, student rights, and professional excellence in the field of judicial affairs.

Proposal Deadline: August 15, 1992

For additional information or a program proposal form, call 309-438-8621 or write to: Linda Timm, Director-2440 Student Judicial Office Illinois State University Normal, Illinois 61761 Fax # 309-438-8832

1992 and Maastricht"

Call for Panels and Papers

European Community Studies Association

Omni Shoreham Hotel, Washington, D.C. May 27-29, 1993

Individuals from all academic disciplines, the public sector and the business community are invited to submit panel or paper proposals by November 1, 1992. Send proposals (eight copies) or requests for further information to:

Pierre Laurent, ECSA Chair, Department of History East Hall, Tufts University, Medford, MA 02155



Coming Events

A symbol (%) marks items that have not appeared in previous issues of

22-26: Multiculturalism. "Educating Citizens for 21st-Century America: Strengths From Diversity," institute University of Findlay, Findlay, Ohio. Contact: Jean Nye, Director, International Center for Language and Resource Development, (419) 424-4678.

23-26: Administration. "Chairing the

Academic Department: for Deans, Div sion, and Department Chairpersons," workshop, American Council on Educa-Radisson Park Terrace Hotel, ington, Contact: Department Leadership Program, (202) 939-9415.

23-27: Student personnel. "The Esteem-Effectiveness Equation: Maximizing Student Performance," conference, ersity of Michigan, Breckenridge, Colo. Contact: BRIC/CAPS Clearing-house, 2108 School of Education, University of Michigan, Ann Arbor, Mich. 48109-1259; (313) 784-9492, fax (313)

24-28: Student personnel, "Cama Cultures: Creating Community, "institute on student affairs, University of Northern Colorado, Greeley, Colo. Contact: Summer School, Frasier Hall, University of Northern Colorado, Gree-

ley, Colo. 80639; (800) 232-1749. College and other sponsors, Roanoke, Va. Contact: Rebekah Woodie, (703) 362-6380 or Joyce Suber, (404) 605-8840. 25: Adult students. "Understanding and Working With Adult Learners,"

seminar, Fielding Institute, Santa Barbara, Cal. Contact: (805) 687-1099. 25: Education. "Winning in the Global Economy: the High-Performance Edge," conference, Career College As-sociation (formerly Association of Inde-pendent Colleges and Schools and the

pendent Colleges and Schools and the National Association of Trade and Tech-nical Schools), Washington Court Hotel, Washington, Contact: Sandra Smith, (202) 336-6750, 25-26: Student recruitment, "Designing Effective Admissions-Volunteer le Anza College, to president of College
f San Mateo.

William D. Law, Jr., former president of

Programs." workshop, Council for Advancement and Support of Education,
San Prancisco. Contact (202) 328-5900.

25-28: History. "Human Rights and the Quincentenary: Contributions of Do-minican Scholars and Missionaries," conference, Rosary College, River Forest, III. Contact: Quincentenary Confe-ence. Rosary Collage, 7900 West Divi-sion Street, River Forest, III. 60305;

(708) 524-6818, fax (708) 366-5360. 25-30: Literature, "Historicisms and Cultural Critique," seminar, Pennsylva-nia State University, State College, Pa. Contact: Wendell Harris, Department of English, Pennsylvania State University. University Park, Pa. 16802.

28-July 2: Libraries. "Your Right to Know: Librarians Make It Happen,'' annual meeting, American Library Associ-ation. Moscone Convention Center, San Francisco, Contact: ALA, 50 East Huron Street, Chicago 60611.

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28 29 30 at. "Total Quality M agement: Executive Seminar," QSystems, ion South Sunrise Way, Suite 350, Palm

Springs, Cal. 92262; (619) 778-8704. 28: Personnel. "Custodial Staffing and Standards: How to Create an Efficient and Cost-Rifective Team." seminar, Clemson University, Greenville Hilton Hotel, Greenville, S.C. Contact: Kay Barnett, (803) 656-2200.

26-27: Students. "Attitudes, Expecta-tions, Behaviors: Paculty Impact on Mi-nority-Student Performance," seminar, Fielding Institute, Santa Barbara, Cal. Contact: (805) 687-1099, fax (805) 963-26-28: Child care. Annual conference, international Nanny Association, Bahia Resort Hotel, San Diego. Contact: INA, P.O. Box 26522, Austin, Tex. 78755;

28-28: Higher aducation, "Nevian onference: Cathotic Colleges - Build ing Partnerships for a New Future," Association of Catholic Colleges and Universities and other sponsors, Briar Cliff College, Sioux City, Iowa, Contact: President's Office, Briar Cliff College,

Sioux City, Iowa 51 (04; (712) 279-5400 26-28: Quaker history. Hiennial meeting, Conference of Quaker Historians and Archivists, Wilmington College, Wilmington, Ohlo. Confact: H. Larry Ingle, Department of History, Universiy of Tennessee, Challanooga, Tenn.

meeting, American Society for Medical Technology, Boston, Contact: ASAT Technology, Boston, Contact: ASMT, 2021 L Street, N.W., Suite 400, Wushigion 20036; (202) 785-3311. 28-July 24: Teaching. "Goddard Insti-tute on Teaching and Learning," God-dard College, Plainfield, Vt. Contact: (802) 454-8311.

26-July 1: Medical technology, Annual

26-July 27: Developmental education "Kellogg Institute for the Training and Certification of Developmental Educators," Appalachian State University, Boone, N.C. Contact: Elaini Bingham or Margaret Mock, National Center for Developmental Education, Appulachiun

State University, Boone, N.C. 2860%; (704) 262-3057 28-29: Regruitment, "Recruitment and Retention of a Diverse Student and Employee Population," seminar, Fjelding Institute, Santa Barbara, Cal. Contact: (805) 687-1099, fax (805) 963-8290.

28-30: Faculty development, "Teachers as Learners—Model Paradigms for Faculty Development," Conference, Community College of Aurora, Westin Hotel, Vail, Colo. Contact: Karen Hewett, Paculty Development Program, Community College of Aurora, 16000 CentreTech Parkway, Aurora, Colo. 80011.

28-30: Social sciences. "National Issues Forums Institute for Teachers,"
National Council for the Social Studies

and Kettering Poundation, Williams-burg, Va. Contact: Dawn Marie Warfie, (202) 966-7840, fax (202) 966-2061. 28-July 1: Education. "School/College Collaboration." national conference, American Association for Higher Education, Sheraton Harbor Island Ho-tel, San Diego. Contact: Nevin Brown or

Kristy Bonanno, AAHE, Suite 600, One

Dupont Circle, Washington 20036;@ 291.6440.

and University Attorneys, Chicago. Contact: NACUA, Suite 620, One Dope Circle, Washington 20036; (202) 835 8390), fix (202) 296-8379.

Betsy Metzger, Assistant Director, HERS. University of Denver, Coloral Women's College Campus, Deaver 80220: (303) 871-6866. 29-30: American studies. "Dubis Seminar for New England Folklife: Wonders of the Invisible World. [88]

Wonders of the Invisible Word. To 1900. Boston University and old Sponsors, Englebrook School, Derschool, Ontact: Peter Beats, Diffield, Mass. Contact: Peter Beats, Diffield, Mass. 01742; (508) 369-732. cord, Mass. 01742; (508) 369-738.

29-July 3: Computers: Mathematical College of St. Scholastica, Duth, Courseware, Workshop, Mashwille. Contact: Chandra M. Mehrotra, University, Nashville. Contact: Minn. Contact: Chandra M. Mehrotra, ematical Workshops, Box 1371, 33 Effector, National Science Foundation with 53811.

B. Vanderbitt University, Nashville. Contact: Chandra M. Mehrotra, College of St. Scholastica, Duval. St. Scholastica, Duval. Science Foundation with 53811.

39-july 10: Minorities. The Port.

Contact: Alleen Pace Nilsen, Assistant ice-President for Academic Personnel. 28. July 2: Legal Issues. Annualos. Arizona State University. Tempe. Arizona State University. Temp 8-9: Teaching. "Improving University Teaching," international conference, University of Maryland and other spon-

830), fax (202) 296-8379.

28—July 1: Women religious. "Work to the Contact: Improving University of the Witwatersrund, Johannesburg. Contact: Improving University Teaching, University of Mary-land, University College, University town, N. Y. Contact: Karen Kensell, 12001 Chalon Road, Los Angeles (1998) Park, Md. 20742-1659; (301) 985-7767, 1203-471-9500.

213) 471-9500.

28-July 2: Environment, "Facisard Re-10: Food services. National con-

28-July 2: Environment. "Factsall Values in Conservation Biology," cst Values in Conservation Biology, "cst Values in Conservation Biology," cst Values in Conservation Biology, "cst Values in Conservation Biology, Biacksburg, Values in Biology, Biacksburg, Values in Biology, Biacksburg, Values in State University, Morehead, Ky. 485 State University, Mo

Atlanta 30356.

28—July 3: Admissions, Summeriod (A. W.) Suito 900, Washington 20005; tute on college admissions, Harvai (M2) 737-5000, fax (202) 737-5553.

University and College Board, Cap. Workshop, Interactive Mathematics bridge, Mass. Contact: J. R. Smith Text Project, Morehouse College, Atlanta 1617) 494-9498.

28—July 24: Administration, Samula (Better Education Relation For Women in higher-education Relation Relati

ichigan, Dearborn, Mich. Contact: ingret Hoft, Department of Mathemat-is, University of Michigan, Dearborn, dich. 48128; (313) 593-5175. 8-18: Tasching. Conference on urban education. Institute for Urban and Minority Education and Teachers College of Columbia University. New York. Contact: Prancisco Rivera-Batiz, Director, Institute for Urban and Minority Education, Teachers College. Columbia 13780.

"Forum for Minority Institutional Advancement Officers," Council for Advancement and Support of Education, Atlanta, Contact: CASE, Suite 400, 11

12-13: Higher education. "A Gen-dered Culture: Education Management in the 90's," conference, Victoria University of Technology, Victoria, Australia. Contact: Madeleine Fogarty, Vic-toria University of Technology, McKechnie Street, St. Albans 3021, Victoria, Australia; (03) 365-2346, fax

tact: Employment Partnership, 5615 Pershing Avenue, Suite 29, St. Louis 63112; (314) 361-8007.

ice Management," workshop, United States Postal Service and Utah State University, Salt Lake City and Logan Utah. Contact: Monica Bouley, (703)

■ 12-17: Violence, Worki congress, in-ternational Association for Scientific Exchange on Violence and Human Co-existence, Montreal, Contact: Colette

Texas A&M University, College Station, Tex. 77843-4226; (409) 845-5356.

12-22: Administration. "Executive Leadership and Management Institute Western Association of College and University Business Officers, Stanford University, Stanford, Cal. Contact: WACUBO, P.O. Box 2349, Stanford, Cal.

England College, Henniker, N.H. 03242; (603) 428-23 [1 or (603) 428-3438. 13: Management. "Total Quality Man

1433, fax (202) 331-9571. **E 13-15: Admissions.** "National Small a 13-15: Adminstons. "National Small College Admissions Conference," Small College Admissions Services, Myrite Beach, S.C. Contact: scas, P.O. Box [212, Valparaiso, Ind. 46384, or Neil K, Clark, (219) 464-501! or Jim Black, (803) 131-191. Confined on Follawing Page 323-2191. Continued on Following Page

Sheraton - Sand Key Resort - Clearwater Beach, Fjorida February 12-14, 1993

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Henry G. Neal, Executive Secretary and Counsel, Board of Regents, The University System of Georgia Bryndis Roberts, Vice President for Legal Affairs, The

University of Georgia Lawrence White, University Counsel, Georgetown University

D. Parker Young, Professor of Higher Education, The University of Georgia

Sponsored by the University of Georgia Institute of Higher Education and the Center for Continuing Education.

The conference fee is \$140 per person (includes tuition, refreshment breaks, Monday dinner, and conference materials). For further information or to register contact Margaret Caulfield, Georgia Center for Continuing Education (404/542-1586) or D. Parker Young, Institute of Higher Education, The University of Georgia, Athens, Georgia 30602 (404/542-0575).

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Coming Events CONTINUED

■ 13-15: Peace studies. "Conflict-Resolution Techniques and International Conflict: Dialogues on Current Cases," seminar, United States Institute of Peace, Mayllower Hotel, Washington, Contact: Wanda Vann Parker. usip, 1550 M Street, N.W., Washington 20005-1708; (202) 429-3848, fax (202)

429-6063 ■ 13-17: Cognition. "Play and Cognitive Ability: the Cultural Context." workshop, Wheelock College and United States-Israel Binational Science Foundation, Boston, Contact: Play Workshop, Wheelock College, 200 the Riverway, Boston 02215; (617) 734-5200,

ext. 139.

13-17: Computers, "'Mathematica'
Across the Curriculum: Physics," workshop, Vanderbill University, Nashville.
Contact: "Mathematica" Workshops, Box 1577, Station B, Vanderbilt University, Nashville 37235; (615) 322-2951.

■ 13-17: Computers. "Supercomputing and Undergraduate Education:
Workshop for Science, Engineering, and Mathematics Faculty From Primarity Undergraduate Institutions," National California, San Diego. Contact: Kris Stewart, San Diego Supercomputer Center, P.O. Box 85608, San Diego

92186, BITNER: STEWART&CS.SDSU. EDU. 13-17: Environmental studies. "Water Resources and Environment: Education, Training, and Research," conference, Colorado State University, Fort Collins, Colo. Contact: Janet Lee Montera, Civil Engineering Department, Colorado State University, Fort Collins, Colo, 80523; (303) 491-7425, fax (303)

491-7727.

13-17: Teaching. Workshops on teaching writing and thinking, Bard College, Annandale-on-Hudson, N.Y. Contact: Judi Smith, Institute for Writing and Judical Read College, Annandale-on-Thinking, Bard College, Annandule-o Hudson, N.Y. 12504; (914) 758-7484.

■ 13-18: Mathematics, "Mathend workshop, Interactive Mathematics Text Project, Towson State Univer-sity, Towson, Md. Contact: John Morrison, Department of Mathematics, Towson State University, Towson, Md. 21204; (410) 830-3595.

■ 13-18: Mathematics. "Mathematica for Windows," workshop, Interactive Mathematics Text Project, Los Angeles Pierce College, Woodland Hills, Cui. Contact: Tom McCutcheon, Depart-ment of Mathematics, Los Angeles

Pierce College, 6201 Winnetka Avenue, Woodland Hills, Cal. 91371; (818) 347-0551, ext. 468.

■ 13-18: Mathematics. "Mathematica for Windows," workshop, Interactive Mathematics Text Project, Morehouse College, Atlanta, Contact: Henry Ciore, Department of Mathematics, Moreouse College, Atlanta 30314; (404) 215-

18-24; Drug abuse. Summer insti-tute for alcohol and other drug studies. State University of New York, Bulfalo N. Y. Contact: Rosemarie Goi, Institute for Alcoholism Services and Training. 113 Cary Hall, State University of New York, Buffalo, N.Y. 14214-3005.

13-August 7: Philosophy, "Interpreta-tion, Remembrance, and Community: After Hermeneutics," annual session. Collegium Phaenomenologicum, Perugin, Italy. Contact: Stephen H. Watson. Department of Philosophy, University of Notre Dame, Notre Dame, Ind. 6556; (219) 239-7534.

15-18: Student personnel. "Student and Institutional Success: Winning Strategies for Chollenging Times," national conference on student retention. Noel/Levitz Centers, Hyatt Regency Hotel, San Francisco. Contact: Therese Teasdale, Noel/Levitz Centers, 902 East Second Avenue, Coralville, lowe 52241; (319) 337-4700 or (800) 728-4700.

workshop on the development of inter cultural coursework at colleges and universities, East-West Center, Honolulu. Contact: Richard Bristin, Workshop Coordinator. Institute of Culture and Communication, East-West Center, 1777 East-West Road, Honolulu 96848; (808)

944-7314, fax (808) 944-7670. 16-18: intercultural studies. "Summe institute for Intercultural Communica tion: Session I." Intercultural Commu niention Institute, Portland, Ore. Contact: tci. 8835 S.W. Canvon Lune, Portland, Ore, 97225; (503) 297-4622.

16-19: American history. Annual convention, Society for Historians of the Early American Republic, Ciettysburg. Pa. Contact: Johanna Shields, Department of History, University of Alubama, Huntsville, Ala. 35899.

17-20: Technology. "Making Multime-dia Work." seminar, Association for Educational Communications and Technology, Virginia Polytechnic Institute and State University, Blacksburg, Vo. Contact: (703) 231-5879.

19-21: Administration. "Participalm artographic Information Society. to be Strategic Plunning and Managements and Effective College and University of South Carolina and Quigley and ascintes, Columbia, S.C. Contact: F. Hilenski, Denn's Office, College of the mainties and Social Sciences, University of North Carolina, Columbia, S.C. 29208; (803) 777-7042.

19-21: Businosa officers. Annual meeting, Nutional Association of Calege and University Business Officers. Sheraton Centre Hotel, Toronto Centre Hotel, Toronto Contact: Paul Tibbetts, Dentinent of Philosophy, University of Steric NACOBO, (202) 861-2500.

19-22: Community colleges, laterational conference on leadorship deadment in community colleges, laterational conference on leadorship deadment in community colleges, League, Cantact: Nancy Italia, Lice, Spinal University, 4025 Cacago, Cantact: Nancy Italia, Lice, Spinal Uni

July 1: Working-class academics 19-24: Admissions, "Summer Adminuscripts on working-class academ 19-24: Admissions. "Summer Agranuscripts on working-class a caldemision's Institute," College Boardardha, for possible inclusion in a collection versity of California, Santa Cruz, Calessays. Contact: C. L. Barney Dews Contact: Kris Zavoli, Admissionad Carolyn Law, Department of English, Guidance Services, College Board, St. Lind Hall, University of Minnesota, Sante 480, 2099 Cateway Place, San June, Cul. 95110; (408) 452-1400.

We again. Proposals for possible was a factoring at the angula quantities of

19-24: Computers. Conference on page 19-24: Computers. Conference on page 19-24: Computers. Conference on page 29-24: Computers. Conference on page 29-24: Computers. Conference on page 29-24: Conferen 19-24: Fund raising. "The Fund Raising School: Principles, Techniqued (1) Fund Raising." Indiana University of CONFERENCES, CALLS FOR PAPERS thropy, Indiana University, St West thropy, Indiana University, 550 West thropy, Indiana University, 550 West thropy, Indiana University, 550 West thropy.

shire, Durham N.H. 03824; (603) 862-4715, fax (603) 862-4771

July 18: Education. Proposals for possiole presentations at a national workshop on multicultural approaches to educa-tion, to be held in October in St. Cloud, Minn. Contact: Michael Davis, Assistant Professor, Department of Teacher Development, St. Cloud State Universi-ty, B250 Education Building, St. Cloud, Minn. 56301-4498; (612) 255-3944. July 15: Nuclear-waste management.

racts of papers for possible presentution at an international conference on nucleur-waste management and environ mental remediation, to be held in September in Prague. Contact: Rudovan Kohout, Ontario Hydro (H11 A20), 700 University Avenue, Toronto M5G 1X6; (416) 592-5384, fax (416) 592-4485. July 17: Administration, Proposals on theme "Academic Chairpersons: Se-

lecting, Motivating, Evaluating, and Re-warding Faculty," for presentations at a conference, to be held in February in Or-lando, Flu. Contact: Academic Chairpersons Conference, Kansas State University, 1615 Anderson Avenue, Man-hattan, Kan. 66502-1604; (800) 255-2757 or (913) 532-5970, fax (913) 532-5637.

■ July 20: Languages. Proposals for possible presentations at the annual meeting of the Southwest Conference on Lunguage Teaching, to be held in April in Tempe, Ariz. Contact: Joann K. Pompa, Mount Pointe High School, 4201 East Knox Road, Phoenix 85044; (602)

July 22: Learning centers. Manuscripts for possible publication in Issues in College Learning Assistance Centers, Contact: Elaine Caputo-Ferrara, Educa-tional Collaboration Associates, Box 1820, Staten Island, N.Y. 10314; (718)

July 30: History. Abstracts of papers for possible presentation at the full conference of the New England Historical Association, to be held in October In Providence, R.I. Contact: Peter Hol-

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land Historical Association, Pine Manor College, 400 Heath Street, Chestnut Hill, Mass. 02167.

■ July 31: Computer simulation, Proposnis for possible presentations at the Western Multiconference on Computer Simulation, to be held in January in San Diego. Contact: Terrence G. Beuumariage, Department of Industrial and Man gement Systems Engineering, Arizona State University, Tempe, Ariz. 85287-5906; (602) 965-3193, fax (602) 965-8692.

July 31: international studies. Proposals on the theme "The State of Education and Development: New Directions," for possible presentations at a conference, to be held in November 1993 in Cairo. Contact; Mekki Mtewa. Association for the Advancement of Polcy. Research, and Development in the ton 20024-0257: (202) 723-7010.

July 31: Mechanical engineering. Abstracts of papers for possible presentation at a blennial conference on mechan ical vibration and noise, to be held in eptember 1993 in Albuquerque, N.M. Contact: Thomas L. Paez, Division 2744, Sandia National Laboratories, Alque, N.M. 87185.

■ July 31: Minorities. Proposals on the theme "Retention 2000: Leadership and Empowerment Strategies for Ethnic Mi-norities in Higher Education," for possi-ble presentations at a conference, to be held in October in College Park, Md. Contact: Retention 2000, Office of Minority Student Education, University of Maryland, 1101 Hornbake Building, College Park, Md. 20742: (301) 405-5615.

Communication, Language, and Gender. Proposals for possible presentation at the annual conference of the Organization for the Study of Communication Language, and Gender, to be held in October in New York, Contact: Carol Valentine, Department of Communication, Arizona State University, Tempe, Ariz. 85287-1205; (602) 967-2817.

Distance learning. Proposals on the theme "Telelearning: Creating Connections," for possible presentations at a Denver, Contact: Const Telecourses 1460 Warner Avenue, Fountain Valley Inl. 92708-2597; (800) 228-4630 or fux

(714) 241-6286. International Issues. Proposals on the theme "U.S. Competitiveness in the Clobal Murketplace: Institutional Partnerships for American Resurgence," for possible presentations at a conference, to be held in November in Phoenix. Con tact: Oary C. Anders, Director, Institute for International Business, Arizona State University—West, P.O. Box 37100, Phoenix 85069-7100; (602) 543-6214, fax (602) 543-6221.

MISCELLANY

June 30: Communication, Language, and Gender. Nominations of individuals or papers, articles, or books for consid-eration for awards recognizing "significant contributions to the advancemen of equality between the sexes," offered by the Organization for the Study of Communication, Language, and Gen-der. Contact: Carol Valentine, 2607 South Forest Avenue, Tempe, Ariz. 85282; (602) 967-2817.

July 1: Recearch. Nominations of fac-July 1: Research. Nominations of fac-ulty members "whose research contrib-utes to understanding the development and well-being of children, adolescents, and youth," for consideration for awards. Faculty Scholars Program, Wil-liam T. Grant Foundation, 515 Madison Avenue, New York 10022-5403. July 3: Continuing education. Nomina-tions of people for consideration for the Okes Award for significant contribu-tions to the advancement of adult and

tions to the advancement of adult and continuing education. Contact: American Association for Adult and Continuing Education, Suite 925, 2101 Wilson Boulevard, Arlington, Va. 22201; (703)

522-2234. July 12: Human-resource developme Dissertations on human-resource de opment, accepted between July 1, 1991. and June 30, 1992, for consid the American Society for Training and Development Donald Bullock Dissertstion Award, Contact: Dianne P. Young, Center for Creative Leadership, P.O. Box 26300, Greensboro, N.C. 27438-

6300: (919) 288-7210. a July 31: Human behavior. Nominations of designers of computer systems "that best succeed in passing a modern variant of the Turing Test," for consideration for the Loebner Prize given by the Cambridge Center for Behavioral Studies. Contact: Robert Epstein, Studies. Contact: Robert abstantial Loebner Prize Competition, Cambridge Center for Behavioral Studies, 11 Waterhouse Street, Cambridge, Mass. 02138; (617) 491-9020, fax (617) 491-

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Deadlines

FELLOWSHIPS, GRANTS, INSTITUTES, &c.

A symbol (=) marks items that have not appeared in previous issues of The Chronicle.

FELLOWSHIPS

August 1: American Indians. Applications from women of American Indian heritage for graduate fellowships. Contact: McNickle Center for the History of the American Indian, Newberry Library, 60 West Walton Street, Chicago

August 1: Fulbrights. Applications for Fulbright awards for research and/or lecturing in countries other than in Australasia or South Asia. Contact: Council for International Exchange of Scholars, 3007 Tilden Street, N.W., Box CHE, Washington 20008-3009; (202) 686-7877.

Special Events:

College President's Panel

Student Victims Speak Out

The Alcohol-Rape

Legal and Enforcement

Campus Security Panel

Sharing Fair of Campus

Rapa Crisis Centers:

Their Needs

Programs Research Update

Connection

July 1: Non-profit sector. Applications sector, Contact: Elizabeth T. Boris, Director, Nonprofit Sector Research
Fund, Aspen Institute, Suite 1070, 1333
New Hampshire Avenue, N.W., Wash-

ington 20036; (202) 736-5800.

July 1: Geoupational safety and health.

Applications for grants for education programs in occupational safety and health. Contact: (404) 332-4561 or Adrienne McCloud, Grants Management Specialist, Grants Management Branch, Procurement and Grants Office, Centers for Disease Control, Room 300, 255 East Paces Ferry Road, N.E., Atlanta 30305; (404) 842-6630. (Por further information, see Federal Register, January 24, Pages 2,914-6.)

July 15: Humanities. Applications for grants for travel to collections for research in the humanities. Contact: Kathleen Mitchell, Travel to Collections Program, Division of Fellowships and Semi-nars, National Endowment for the Humanities, Room 316-KM, 1100 Penn-

20506; (202) 786-0463.

July AMTWTFS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

■ July 17: Drug abuse. Applications for grants for drug-abuse education and prevention programs for students in higher education, Contact: Donald R. Fischer, Fund for Improvement of Postsecondary Education, Department of Educa-lion, 400 Maryland Avenue, S.W., 5175: (202) 708-5771. (Por further information, see Federal Register, June 2. Page 23,262.)

HATITUTES, WORKSHOPS

uly 15: international issues. Applications for participation in the "Interna-tionalization Forum," of the East-West Center, to be held in October in Hor lu. Contact: Larry Smith, dinator, Instilute of Culture and Communication, East-West Center, 1777 East-West Road, Honolulu 96848; (808) 944-7607.

PARERS

June 26: Telecommunications. Proposals on the theme "Harnessing Converg-ing Telecommunications Technologies for Societal Applications" for possible presentations at the annual conference

Council, to be held in January in How.

Free Advertising tions Contact: Pacific Telecommunications Contact: Pacific Telecommunications Contact: Pacific Plane

North Street, Indianapolis 46202;

19-24: Intercultural studies. "Small Institute for Intercultural Communications

tion: Session II." Intercultural Com

nication Institute, Portland, Ore.Co.

luc1: 101, 8835 S.W. Canyon Lane,

274-7063.

Council, to be held in January in including the Council, 2454 South Bereins tions Council, 2454 South Bereins tions Council, 2454 South Bereins Street, Suite 302, Honolulu 96826.

June 30: Brack studies, Proposition as in B/W or color.

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June 30: History. Proposals for pa tion, to be held in October in Provi New England Historical Asso Pine Manor College, Chestaul Hill. Mass. 02167.

July 1: Book history. Proposa July 1: Book history. Propusarios sible presentations at the inaugurlo sible presentations at the inaugurlo ference of the Society for the History Authorship. Reading, and Published Authorship. Reading, and Published History (1993) in New York. Ober 15 invention. tact: Simon Eliot, Open Universit Broad Street, Bristol BSI 2EP, E. or Jonathan Rose, Department of ry, Drew University, Madison, N.

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EXHIBIT AND PLACEMENT DIRECTORY

June 30; Women's studies, Pape possible presentation at a sympo the history of women in Massach to be held in October in Westfield. Contact: Martin Kaufman Director, stitute for Massachusetts Studies. I field State College, Westfield, Mass. 01092

July 1: Carto

International Listening Association

Call for Proposals: Proposals for presentations and papers are solicited for the 1993 ILA Convention, "Listening as Empowerment"



Memphia, Tennessee Omni Hotel March 4-8, 1993 is should address the theme of the convention and include the

'Abstract (not to exceed 60 words) Topic to be addresse Proposed activities (lecture, demonstration, interactivity, etc.) ILA Strand (Elementary/Secondary Education, Research, Consulting/ Training, or Higher Education) Presenter's, including a brief description of qualifications • Time needed (45 min., one hour, or one and one-half hours) . Listing of related previous presentations, if any reposals should be typed and by August 15, 1992 sent to: Michael Gilbort, Pepartment of Educational Leadership, Dept. CHE, University of Arkansas at title Rock, 2801 South University Avenue, Little Rock, Arkansas 72204-1099.

4)